

MANAGING HUMAN CAPITAL

HRMT901D

Lectured by: Daniela Magri

LECTURE 4

MANAGEMENT STYLES & APPROACHES USED IN MULTINATIONALS



www.its.edu.mt



(Source: Whetton & Cameron, 2011), p41



www.its.edu.mt



<https://bit.ly/1EZ32YB>



ORGANISATIONAL CHALLENGES

www.its.edu.mt

- Increased globalisation + international competition
- Rapid technological change
- Restructuring – mergers and acquisitions
- Change – new management seek different approaches
- Transformation and BEE
- War for talent
- High unemployment yet a skills shortage
- Disparities in wages – union unrest
- Lack of emotional intelligence
- Poor leadership
- Social problems – addiction





www.its.edu.mt

Reading & QUESTIONS

GROUP 1: What can the HR department do to ease the globalization effects on employees?

GROUP 2: What measures can be taken by your hotel? Why is it important to take these measures?

GROUP 3: Give an example on a strong global industry and it's challenges in Malta.

Which Maltese hotel chain has gone global and where to?



QUESTIONS?

GLOBALISATION
