

MANAGING HUMAN CAPITAL

HRMT901D

Lectured by: Daniela Magri

CRITICAL ANALYSIS... what you need to know

Strong introduction and conclusion

Empathetic

Relative quotes

Research providing ideas

Pros and cons

Stepping out of situation

Personal examples

Referencing

Key Factor: Willingness to see and interpret things differently!

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LECTURE 1

UNDERSTANDING GLOBALISATION



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WHAT IS GLOBALISATION?

WHAT ARE GLOBAL ORGANISATIONS?

WHAT ARE THE ADVANTAGES AND DISADVANTAGES OF WORKING IN A GLOBAL ORGANISATION?



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



ORGANISATIONAL CHALLENGES

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- 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





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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
