

# MANAGING HUMAN CAPITAL

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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

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