Global and Cultural Issues and Challenges Impacting on Employment Law When Organizations Seek Global Ventures and Development

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Abstract

With the influx of more technology and growing business, more organizations are seeking global ventures and further development of their overall business holdings. However, while more companies seek to grow overseas, they need to realize that there are global and cultural issues and challenges affecting not only their business in general, but also impact the employment laws for workers both domestically and internationally. In fact, one of the key weaknesses in American business is the current level of Human Resource Management professions who may be weak in their working knowledge of global and cultural issues and how these present challenges in the interpretation and application of current employment laws with both American and foreign-employed workers within their corporate structure. Consequently, there is a growing need to creating a partnership between American business and Academia to grow and nurture a stronger workforce with better skills sets to work with both domestic and international workers. Thus, this presentation will look at the challenges and issues facing both industry and business and, in particular, how to help improve the curricula used to prepare incoming Human Resource Management professionals to work with human capital, especially with the hiring, training, and management of expatriates. The key here is that employment laws, like any other named laws, have specific goals and objectives, as well as precedents and requirements, so our students and professionals need to be current with rules, regulations, and laws – and help meet the challenge of educating a strong workforce for tomorrow.

Key Words: Human Resource Management, Culture, Business-Industry Partnership, Adult Learning, Online Learning

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