

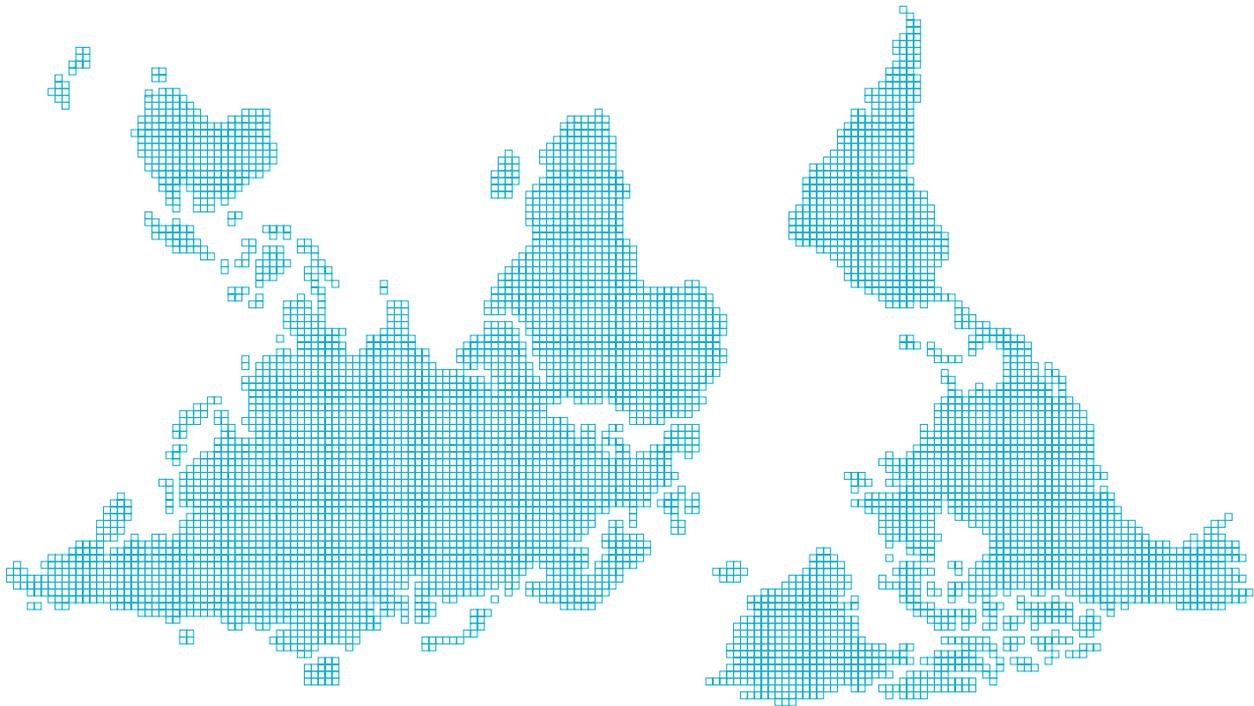
Global HR



PRACTITIONER HANDBOOK

VOLUME 3

Lisbeth Claus, Editor-in-Chief



RETHINKING THE WORLD

RETHINKING HR



PREFACE TO VOLUME THREE

As the world of work evolves at a rapid pace due to globalization, information technology and the growing influence of millennial workers, the role of HR continues to be brought into question. Global HR practitioners working in this complex and ever changing external environment face enormous challenges and opportunities in order to meet the talent demands of their organizations. In this third volume of the *Global HR Practitioner Handbook*, the focus is on both ‘soft’ and ‘hard’ HR topics that global HR professionals must understand to add value to their global organizations. The first module in this volume deals with analytical skills and focuses on global HR analytics (Lisbeth Claus, Scott Baker and Jeffrey Eli) so that HR can make more grounded talent management decisions for the global organization. Two modules deal with backbone global HR planning competencies that are often neglected in terms of *global strategic workforce planning* (Lindsey Pawashe) and *global job alignment and fit* (Shilpi Singhal). Three modules focus on specific global HR topics underrepresented in the academic and practitioner literature. *Workplace English* (Lorelei Carobolante) deals with managing across multiple cultures simultaneously in the global workplace and seeking to improve the communication between non-native and native English speakers. *Air pollution* (Lisbeth Claus, Myles Druckman and Joe Mizuno Santa Helena) looks at the impact of air pollution on the overall HR policies and practices and its implications on sending international assignees and their dependents on assignment to pollution hotspots around the world. *Criminal history screening of global job applicants* (Lester Rosen) reviews potential problems and pitfalls, from an international perspective, that impact the reliability of Criminal Clearance Certificates for a criminal background check of an applicant. Finally, *global performance management* (Lisbeth Claus and Scott Baker) explores a new performance management paradigm that is more aligned and fit with the new world of work and the worker.

Taken together, these eight modules in volume three should provide global HR practitioners with a broad range of challenges not often discussed in traditional global HR textbooks from the same vantage point, namely:

- Why is this global HR topic important to successful global organizations?
- What are the major issues related to this topic?
- What are current leading practices?
- What is the role of global HR and what competencies are needed to effectively address these issues?

The publication of the *Global HR Practitioner Handbook* would not have been possible without the help of many people. No institutional funds, grants or other forms of sponsorship were used for the publication of either volume one, two and three. All work continues to be done on a volunteer basis by a dedicated team of people (authors as well as editorial and production team) who have bought into the mission of the Global Immersion Press to promote the teaching and learning of global HR. The proceeds of the sales of each volume (as an e-book and individual e-modules) are simply reinvested to fund the costs associated with the publication of subsequent volumes.

I am grateful to the contributions who responded to my invitation to prepare a manuscript and generously gave of their time and knowledge of global HR (Scott Baker, Lorelei Carobolante , Myles Druckman, Jeffrey Eli, Joe Mizuno Santa Helena, Lindsey Pawashe , Lester Rosen, Shilpi Singhal and Nicole Thibodeau). Several professionals at the Global Immersion Press continue to contribute—on a volunteer basis—to the practical implementation of the *Global HR Practitioner Handbook* in addition to their full-time jobs: Robin Hector Vota (contributing editor), Jason Petz (graphic designer), Mary Stout (end-note checker), Robert Hector (item writer), Roland Zapata (social business strategist), Tina alexander (project management) and Kalen Herrmann-Mowling (webmaster). I am very grateful for their many contributions and their enduring support. We hope that you will become part of our global HR community of interest, refer other global HR practitioners to this learning resource and visit us at:

Website: www.globalimmersionpress.com

LinkedIn: www.linkedin.com/groups?gid=4931627,

Facebook: www.facebook.com/GlobalImmersionPress

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Lisbeth Claus, Editor-in-Chief

The Global Immersion Press, Silverton, OR, USA
December, 2015

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ABOUT THE AUTHORS

Scott Baker, GPHR, SHRM-SCP, is Vice President HR at Inrix in Kirkland, WA (USA).

Lorelei Carabolante, MBA, GPHR, SCRIP, SGMS-T, is President and CEO of G2nd Systems in San Diego, CA (USA).

Lisbeth Claus, Ph.D., SPHR, GPHR, SHRM-SCP, is a Professor of Management and Global HR at the Atkinson Graduate School of Management of Willamette University in Salem, OR (USA) and a consultant on matters related to employees crossing borders.

Myles Druckman, M.D., is Senior Vice president and Medical Director for International SOS in Trevoise, PA (USA).

Jeffrey Eli is Director of IT Applications and BI Development at Intel in Portland, OR (USA).

Joe Mizuno Santa Helena, MBA, Joe Mizuno Santa Helena, MBA, is a Labor Consultant for Ernst & Young in Sao Paulo (Brazil).

Lester Rosen, J.D., is founder and CEO of Employment Screening Resources in Novato, CA (USA).

Lindsey Pawashe, MBA, PHR, is a Master of Legal Studies Employment Law Candidate at Willamette University in Salem, Oregon (USA).

Shilpi Singhal, PHR, GPHR, SCP-SHRM, is Senior Manager Total Rewards at Vermeer in Pella, IA (USA).