**THE HR PROFESSIONAL**

**Learning Outcome 2: ACTIVITY 7**

**SMALL GROUP ACTIVITY**

**Managing a culturally diverse workforce**

**Aim:**

The aim of this activity is to discuss the implications of working for a MNO at a local level.

**Objectives:**

* To recognise how cultural values will vary between different organisations.
* To consider the challenges for a local HR Manager working for a global organisation at a local level.

**Task brief:**

Next week you will be attending a job fair being held for Business and Management Students. You are particularly interested in working for a multi-national organisation and have noted that local representatives of the following companies will be attending:

* Samsung Electronics
* Coca-Cola
* BMW

As preparation for the job fair you have met with your fellow students to explore potential differences in cultural dimension, (Hofstede 1980, 1991).

* Identify how cultural values are likely to differ between local employees and those in the home nation for each of these companies.
* What is the role of HR in managing these cultural differences both across global boundaries and at a local level?

**Outcomes:**

You will identify the challenges and recognise how this impacts on HR service delivery.

**Time:**

You have 30 minutes for your group discussion.