

12.1.12: Discussion: Global Human Resources

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- Instructions for faculty to paste the content into their LMS are located in the course resource pages.

With the advent of technology like email and video conferencing, the world has become very small. Global companies are not a new thing, but their employees’ ability to converse and interact has increased a thousandfold. And that’s a great thing! It also means that HR departments are getting more and more experience working within the labor laws and regulations of other countries and cultures.

Discussion Prompt

As an HR manager for a company that operates in global markets, you are being charged with arranging a contract employee in Italy. This person will perform landlord services for a couple of buildings your company owns. Review a few online sources and determine a list of things that you need to address when contracting with this employee. No need to dig deeply into Italian labor law (it’s pretty extensive!). Then, review the lists and notes of two of your classmates.

Grading

Share your opinions below and respond to two of your classmates’ thoughts.

Discussion Grading Rubric

Criteria	Not Evident	Developing	Exemplary	Points
Submit your initial response	0 pts No post made	5 pts Post is either late or off-topic	10 pts Post is made on time and is focused on the prompt	10 pts
Respond to at least two peers’ presentations	0 pts No response to peers	2 pts Responded to only one peer	5 pts Responded to two peers	5 pts
			Total:	15 pts

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