

Navigating Global Talent: An Overview of Information Systems in International Human Resource Management (IHRM)

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Abstract:

All through the long haul, Overall Human Resource The chiefs (IHRM) has gone through a huge turn of events. At previously confined to administrative tasks, it has now emerged as a fundamental accessory essential to various leveled accomplishment. Data innovation progressions, which have adjusted the IHRM scene, have sped up this change.

The way HR processes are carried out within organizations has been reclassified as a result of the inevitable reception of data frameworks. From the combination and ability to the utilization and sharing of data, every part of IHRM has been reshaped. As well as making conventional HR works more powerful, the advanced upheaval plays raised HR's part in forming business systems.

Associations' HR rehearsals have changed in perspective as a result of using data frameworks. HR experts currently have additional opportunity to focus on essential drives because of routine undertakings being mechanized, bringing about more prominent arrangement with the general objectives of the association. This strategic repositioning of HR within the framework of the business necessitated a reevaluation of personnel functions and expertise.

This article examines the extensive impact that information systems have on IHRM and draws on existing literature and empirical evidence for its analysis. The numerous benefits and disadvantages of implementing information systems in IHRM are explained. In addition, it provides a comprehensive analysis of the shifting duties of HR professionals in the digital age.

The expanded productivity that data frameworks accommodate HR processes is one of the most outstanding benefits of IHRM. Tasks that required a lot of time and resources in the past can now be simplified and completed with unprecedented speed and precision. This efficiency benefit engages HR divisions to apportion more resources towards key drives, appropriately overhauling their obligation to legitimate accomplishment.

In addition, information-driven direction facilitates data framework integration into IHRM. By handling the power of examination, HR specialists can assemble significant pieces of information into workforce examples and execution estimations. HR procedures that are customized to meet the changing requirements of the labor force and the business can be created utilizing this significant knowledge.

However, despite the numerous advantages, there are a few drawbacks to incorporating data frameworks into IHRM. The boss among these is the risk of becoming overly dependent on innovation, which may make the board's human resources component questionable. Likewise, worries about information protection and security are huge, especially in this period of rigid administrative prerequisites.

Overall, the integration of data frameworks into IHRM has opened up a new era of opportunity and change. While it has unquestionably improved HR practices' proficiency and viability, it also necessitates a reevaluation of HR tasks and responsibilities. By discovering some sort of amicability between mechanical turn of events and human-driven approaches, affiliations can utilize the most extreme limit of information systems to drive key HR drives and achieve efficient advantage in the overall business community.

KEY WORDS

International Human Resource Management, Information Technology, Strategic Partnership, Digital Transformation, HR Processes, Organizational Strategy, Data-driven Decision-making, Personnel Functions, Technology Applications, Global Talent Management.

INTRODUCTION

In the present unique business scene, described by quickly evolving markets, ventures, and administrations, associations should develop a climate that isn't simply versatile however blossoms with advancement and dexterity. In this serious reality, the job of Global Human Asset The board (IHRM) has become progressively essential, as arising types of organizations request new ways to deal with ability the executives and worker commitment. HR (HR) experts are entrusted with dissecting different ecological elements, including social, monetary, political-legitimate, and mechanical patterns, to upgrade work force the board cycles and practices that line up with the association's central goal and objectives (Mendenhall, 1999; John Milliman and others, 1991).

To successfully address these difficulties, IHRM has been constrained to embrace new ideal models, requiring a takeoff from obsolete propensities and methods of reasoning. When it comes to assisting businesses in defining their strategies and creating programs to develop their human resources, personnel managers play a crucial role. In this developing scene, the reconciliation of data frameworks has arisen as a foundation in improving the productivity of IHRM rehearses.

Recruitment procedures, organizational communication, employee participation, and personnel managers' skill sets have all been transformed by information systems. Human capital strategies and technology solutions that facilitate seamless integration and quick adaptation to changing needs are becoming increasingly important as businesses navigate the complexities of the modern business environment (J. Milliman et al., n.d.). The combination of HR methodology with innovation highlights the significance of making a HR association that isn't just individuals driven yet in addition decisively adjusted to drive authoritative achievement.

Nonetheless, regardless of the apparent advantages of coordinating data frameworks into IHRM, not all HR experts are effectively participated in key IHRM drives. There are a lot of people who are stifled by administrative duties, which leaves little time for adding value to the organization. A Human Resource Information System (HRIS) is urgently required as a comprehensive support platform to address this issue and maximize HR's impact. HR professionals would be able to concentrate on strategic initiatives that drive organizational growth and competitiveness thanks to a system that would streamline administrative procedures (G. K. Stahl et al., n.d.).

All in all, the developing business scene requests a rethinking of conventional HR rehearses, with a more noteworthy accentuation on essential arrangement and mechanical combination. As a strategic partner, IHRM must make use of information systems to increase organizational agility, increase employee engagement, and improve operational efficiency. By embracing innovation empowered arrangements and embracing a ground breaking approach, HR experts can situate their associations for supported outcome in an undeniably serious worldwide commercial center.

LITRATURE REVIEW

International Human Resource Management (IHRM) is no exception to the pervasive influence of information technology on virtually all aspects of organizational processes in recent years. Once consigned to the domain of regulatory administration, data frameworks have ascended to noticeable quality as essential accomplices inside associations, generally determined by innovative progressions. The way information is collected, stored, utilized, and disseminated has been fundamentally altered as a result of this transformation (I. Björkman, et al., n.d.; Review & 1999, n.d.) M. M.-M. I.

Organizations' success is largely determined by the quality of IHRM. When developing HR strategies, professionals in human resources are tasked with navigating the complex interaction of social, economic, political-legal, technological, and other factors. Confronted with these complex difficulties, IHRM has been constrained to take on a new methodology, requiring a takeoff from obsolete propensities, thought examples, and activities. Additionally, organizations are increasingly looking to international personnel managers for assistance in determining strategic imperatives and developing programs to nurture and develop their human capital (Ariss et al., 2016; K. K.-J. of HR Management & 1996, unpublished)

At its center, HR capabilities inside associations are revolved around drawing in, choosing, spurring, and holding gifted workers, and innovation has significantly affected the administration of HR processes. In essence, it has changed the way businesses collect, store, use, and distribute HR-related information. The Human Resource Information System (HRIS) is defined by Kovach and his colleagues as a methodical process for collecting, storing, maintaining, restoring, and validating HR-related organizational data. In a similar vein, R. K.-H. R. Management & 1994, n.d. conceptualizes HRIS as a technology-based system utilized within the organization for the reception, storage, manipulation, analysis, retrieval, and distribution of pertinent personnel-related information.

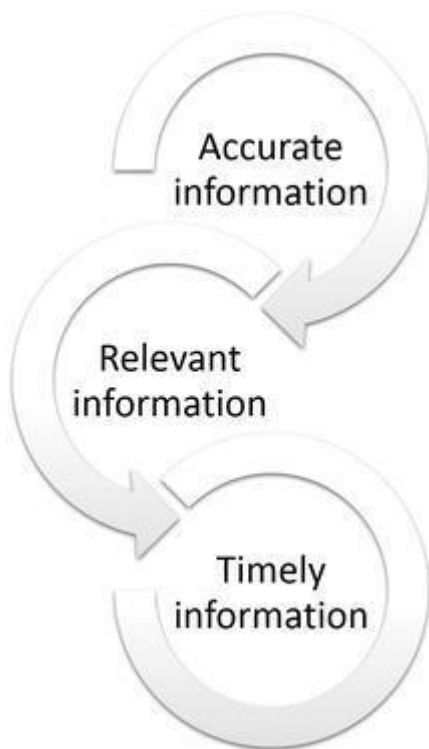
Integrating IHRM with information technology relies heavily on HRIS. It is an administration framework complicatedly made to outfit supervisors with the essential data for pursuing informed faculty choices. Basically, HRIS empowers complete following of all workers and appropriate data connected with them, normally housed inside data sets or interrelated data set frameworks.

IHRM's effectiveness has seen measurable improvements as a result of the implementation of information systems in this setting. Upgraded enrollment procedures, smoothed out hierarchical correspondence channels, increased representative investment roads, and invigorated ranges of abilities among work force supervisors are among the complex advantages fashioned by data frameworks. Thusly, the space of worldwide human asset the executives winds up at the nexus of adjusting human resources techniques to sensibly chose mechanical arrangements. This imperative emphasizes the urgent need to develop an organizational ethos that focuses on linking individuals to the overall business strategy. This will make it easier to quickly adapt to the changing requirements of both individuals and businesses. According to K. K.-J. of H. R. Management & 1996, n.d., the imperatives of an ever-changing landscape catalyze the need for eHR solutions within this environment. Ariss et al., 2016).

Methodology

3.1 Targets of Data Systems

HRIS (Human Asset Data Frameworks) assume a urgent part in molding the combination between Global Human Asset The board (IHRM) and data innovation. A multifaceted strategy aimed at facilitating the seamless flow of information within and outside of organizational boundaries is one of the fundamental goals of HRIS (P. K.-I. J. of H. R. Management & 1991, n.d.; Relations & 1997, unpublished).



Associations expect admittance to exhaustive data with respect to their HR and capabilities, as well as bits of knowledge from the outer climate. Information from both internal and external sources is collected, stored, manipulated, analyzed, retrieved, and disseminated through HRIS. The design of the HRIS needs to make it possible to use stored data to generate insights that can be implemented. Given the broad usage of this information, there is a squeezing need to lay out frameworks for the exhaustive assortment, handling, and dispersal of data (Harzing and Ruysseveldt, 2017).



Figure 2

represents the sorts of data fundamental inside HRIS. Workforce composition, training and development records, performance appraisal results, details of promotions, demotions, transfers, and separations, compensation packages,

absenteeism records, health and safety metrics, human resources available from a variety of sources, external training and development opportunities, expectations of human resources from the organization, government policies affecting employment conditions, labor union attitudes toward employers, and benchmarks for IHRM practices are all examples of examples.

3.2 Parts of HRIS

HRIS applications are intended to oblige the capacity and following of assorted HR-related information (PJ Dowling et al., n.d.; studies and 1994, n.d.). Dorel's research emphasizes IHRM's focus on individual employee data management, payroll processing, benefits administration, and other personnel-related tasks. According to P. Edwards et al., the evolving nature of personnel management necessitates the identification of three primary functional components within HRIS. n.d.; 1991 Kidger; S.-I. Journal of Human Resource Management and 2011, n.d.)



Figure 3 delineates the utilitarian parts of HRIS:

- The information capability works with the importation of staff data into HRIS.

The database can be updated and new data added through the maintenance function.

- The result capability involves the age of significant bits of knowledge by performing fundamental computations and organizing information in a justifiable way. It is essential to acknowledge that providing information, not merely automating processes or concentrating on hardware/software aspects, is the core of HRIS (I Björkman, Management, et al., n.d.; Dowling and Welch, P. J., 1988).

There are three distinct aspects that can be observed within HRIS: operational, strategic, and tactical

- Functional HRIS upholds routine human asset choices by giving information appropriate to labor force the executives and consistence with legislative guidelines.
- Decisions regarding resource allocation, including recruitment, job analysis, training, development, and compensation, are aided by tactical HRIS.
- Vital HRIS outfits information fundamental for planning key human asset plans.

3.3 Users According to P. D.-M. I. Review & 1999, n.d., HRIS caters to a diverse range of users with distinct requirements and expectations.



Figure 4 outlines the essential clients of HRIS:

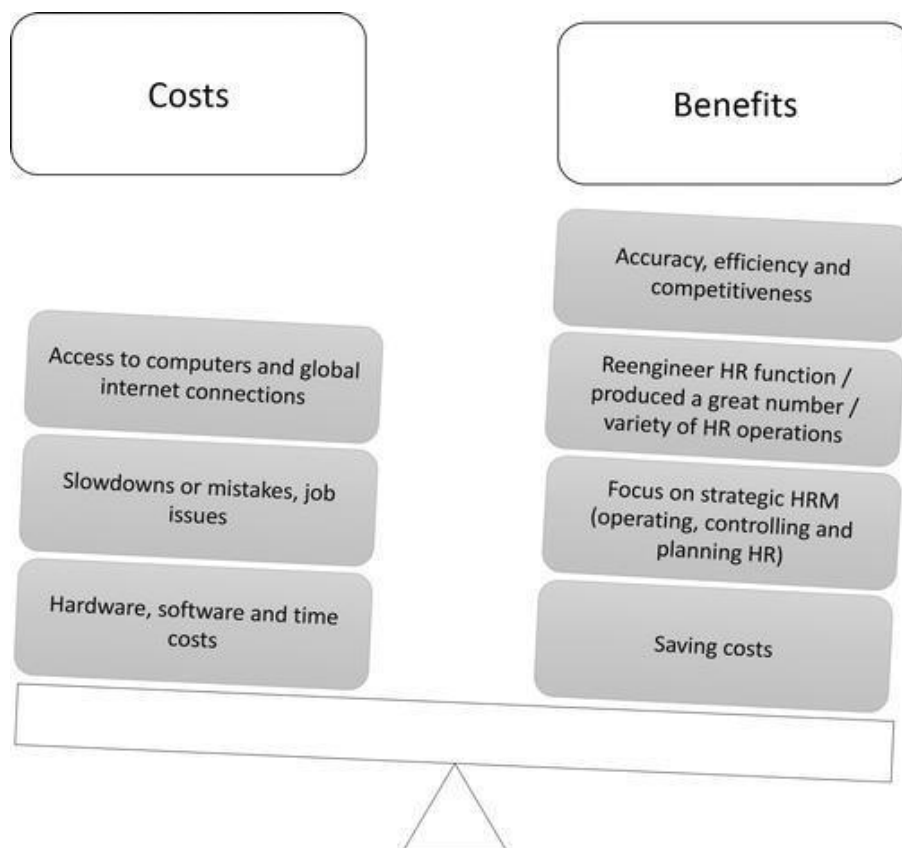
HR professionals rely on HRIS for a wide range of tasks, including basic compliance and reporting, salary and compensation analysis, benefit administration, candidate tracking, and skills assessment.

- Practical administrators use HRIS-produced information to accomplish authoritative objectives, utilizing data for execution assessment, group and task the executives, enlistment, and preparing.

- HRIS applications are also used by employees, particularly those for self-service options, benefit selection, career planning, and training and development (Dean Keeley, 2001; Schuler and other, 2007).

3.4 Expenses and Benefits

The execution of a data framework addresses a significant speculation for associations, requiring a cautious thought of expenses and advantages (Ingmar Björkman and Welch, 2015; Shen, 2011; Welch, 1994).



The costs and benefits of HRIS are shown in Figure 5:

- Added benefits:
 - Greater precision in HR operations.
 - Upgraded effectiveness through sped up admittance to data.
 - Reducing expenses by streamlining personnel administration.
 - Better functional control and arranging capacities.
 - A rise in competitiveness thanks to improved HR procedures.
 - More noteworthy effectiveness in executing staff exercises.
 - directing HR's attention away from tactical IHRM initiatives.
- Costs:
 - Arrangement of PC access and worldwide web network for workers.
 - The possibility of system mistakes and errors.
 - High starting innovation venture and continuous upkeep costs.
 - Changes in the tasks and skills needed by the workforce necessitated adjustments.

There are a variety of software options, with choices based on user preferences and organizational requirements. In any case, admittance to innovation rich conditions is an essential for utilizing the maximum capacity of HRIS arrangements. In the end, HRIS makes it possible for an organization to be valid, efficient, and competitive (P. J. Dowling, 1999; Paul Edwards et al., 1996; H Scullion et al., n.d.).

According to Hendrickson's research (Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dickmann & Sparrow, 2008; Dick Geringer et al., n.d.; C. M. Vance and Paik, 2015). Besides, innovation fills in as an impetus for working on complex strategies and upgrading hierarchical readiness.

Result

The Impact of Technology's Constant Innovation on Personnel Management Personnel management's contours are constantly reshaped by technological advancement. These developments aren't simply adjusting the instruments we use; they're in a general sense changing the manner in which we conceptualize and execute HR capabilities. What started as simple mechanization of managerial errands has transformed into refined frameworks that act as operational hubs for vital navigation and hierarchical readiness (P Dowling, 2004; Stahl, G., et al., 2012).

The scope of traditional HRIS was limited to routine administrative tasks like managing training schedules, structuring salary frameworks, and tracking employee absences. However, the most recent version of HRIS is a dynamic force multiplier that enables HR professionals to skillfully and precisely navigate the turbulent waters of organizational change. It's more than just a place to store data; It is a strategic enabler that makes it easier to monitor the budget, analyze talent, plan the workforce, and anticipate global trends.

In IHRM, Information Systems Play a Critical Role: Exploring the Complexity

However, in the midst of the confounding cluster of functionalities presented by HRIS, there continues a waiting uncertainty in regards to its exact job inside the complicated embroidery of Worldwide Human Asset The board (IHRM). It's something beyond an instrument; a compass guides faculty experts through the tangled passageways of worldwide ability the executives, social subtleties, and administrative scenes (Aswathappa and Run, 2020; C. Vance and Paik, 2015).

We discover that HRIS is not a single entity but rather a multifaceted gem with each facet reflecting a different aspect of IHRM as we peel back the layers:

- Key Human Management: HRIS acts as a watchdog at the strategic level, looking for new internal and external trends on the horizon. It gives you the ammunition you need to make proactive decisions, like strengthening the resilience of an organization or taking advantage of opportunities in new markets.

- Planning for the Workforce and Employment: HRIS emerges as a true crystal ball for workforce planning, providing insight into future talent requirements, skill gaps, and succession pipelines. Furnished with this premonition, work force experts can make enlistment systems, preparing projects, and vocation pathways that adjust flawlessly with hierarchical targets.

- Human Asset Development: HRIS goes about as an impetus for human resources improvement, sustaining the gifts of representatives and leveling up their abilities for future difficulties. It provides a framework for ongoing growth and development, from personalized learning pathways to performance evaluations.

- Tribute Discipline: Inside the sensitive biological system of remunerations and discipline, HRIS fills in as an unprejudiced judge, guaranteeing reasonableness and straightforwardness in the distribution of impetuses and sanctions. It involves more than just calculating numbers; it's tied in with cultivating a culture of meritocracy and responsibility.

- Work and Modern Relations: In the field of work relations, HRIS arises as a scaffold manufacturer, encouraging discourse and understanding between the executives, representatives, and associations. It aids in navigating the turbulent waters of collective bargaining and dispute resolution by providing timely insights into workforce sentiment and industrial trends.

- Management of Risk: Last but not least, in the field of risk management, HRIS guards against concealed threats. By following security episodes, breaking down wellbeing patterns, and guaranteeing administrative consistence, it goes about as a defense against hierarchical weaknesses.

Conclusion: Exploring the Advanced Frontier

In the stupendous embroidery of IHRM, HRIS arises as a glowing string, winding around together the unique strands of ability the board, hierarchical system, and administrative consistence. It's not simply an instrument; it's an essential accomplice, directing associations through the turbulent waters of worldwide contest and computerized disturbance. HRIS will continue to develop, evolving into ever more sophisticated forms that reflect the complexity of the human experience as we move further into the digital frontier. HR professionals will also serve as custodians of this digital realm throughout, harnessing its potential to promote human flourishing and organizational success.

Discussion

International Human Resource Management (IHRM) stands as the guiding light for organizations in managing their global workforce. In today's digitally driven world, the strategic integration of Information Technology (IT) within personnel management is paramount to effectively meeting organizational needs while nurturing a workforce equipped with the requisite skills and organizational support. Information systems, therefore, emerge as indispensable tools for personnel managers in streamlining processes and practices related to personnel management, underscoring the pivotal role of HR professionals in this transformative journey (Laurent, 1986).

According to the Human Resource Management Association, the adoption of a Human Resource Information System (HRIS) represents not just a technological shift but a monumental organizational change. It's imperative for HR professionals to recognize and navigate the challenges posed by resistance to change, both from employees and managers alike. To successfully usher in this transition, HR professionals must adopt proactive strategies, including identifying and addressing individuals likely to react negatively to change, anticipating and mitigating resistance, fostering commitment and a positive attitude towards change, actively engaging stakeholders in the process, securing visible support from top management, and emphasizing that successful change is a gradual process that requires time and continuous support (Laurent, 1986).

It's essential for personnel professionals to understand that the role of HRM has evolved significantly beyond merely storing employee records; it now encompasses strategic utilization of knowledge, information, and technology to drive global competitive success. With IT professionals assuming more pivotal and strategic roles in enhancing efficiency and serving as strategic business partners through the utilization of HRIS, the landscape of HRM undergoes a paradigm shift towards strategic partnership and value creation (Laurent, 1986).

However, amidst the promise of future technological trends, organizations and personnel professionals may find themselves grappling with complexities and uncertainties. The evolving landscape of HRIS presents both challenges and opportunities, necessitating major operational changes in the realm of IHRM and HRIS. Successful organizations are those adept at harnessing technology and aligning it with their personnel strategy. Therefore, it's imperative for personnel specialists to comprehend the following key aspects:

- The future technology landscape will be characterized by collaboration and connectivity, necessitating a shift towards more integrated and cooperative systems.
- There will be a surge in the utilization of personnel scorecards accompanied by sophisticated workforce analytics, enabling organizations to make data-driven decisions.
- Automation processes and the adoption of online analytical processing will witness widespread adoption, enhancing operational efficiency and decision-making capabilities.
- Advances in communication tools will facilitate seamless access to accurate personnel information, underscoring the importance of robust information security measures.
- The future workforce will be characterized by flexibility, with employees capable of working from anywhere, at any time, and across multiple devices, necessitating adaptable HR strategies and policies (Laurent, 1986).

In conclusion, as organizations navigate the digital frontier, HR professionals serve as the vanguards, steering organizations towards success through the strategic integration of technology within IHRM practices. By embracing technological advancements, fostering organizational readiness for change, and aligning HR strategies with future trends, personnel professionals can propel their organizations towards sustained growth and competitive advantage in an ever-evolving global landscape.

Conclusion

Technology continues to exert a profound influence on the landscape of International Human Resource Management (IHRM), reshaping its processes and practices in unprecedented ways. As technological advancements evolve, so too must IHRM adapt to embrace new standards in its operations. In this dynamic environment, Human Resource Information Systems (HRIS) emerge as indispensable tools, poised to address the evolving needs of IHRM with enhanced accuracy, efficiency, and competitiveness.

The advent of HRIS represents a pivotal shift in how IHRM functions, facilitating improved accuracy, rapid access to information, and heightened competitiveness. By streamlining personnel functions and processes, HRIS enables organizations to regenerate their HR capabilities swiftly and effectively, ensuring alignment with evolving industry standards and best practices.

Despite the transformative potential of HRIS, lingering questions persist regarding its true objectives and the extent to which it meets the genuine needs of IHRM. While there are limitations to its current use and outcomes, HRIS plays a crucial role in enabling HR professionals to respond promptly to the dynamic changes and requirements of IHRM. From budgetary control to skills assessment, performance evaluation, and strategic workforce planning, HRIS empowers HR professionals to navigate the complexities of modern HR management with agility and foresight.

By harnessing technology to continuously enhance the quality of work and decision-making processes, HRIS serves as a catalyst for organizational growth and efficiency. By providing HR professionals with access to a wealth of real-time data and analytics, HRIS facilitates informed decision-making, accelerates HR processes, and enhances overall operational efficiency.

Arguably one of the most significant tools in the arsenal of IHRM, HRIS plays a pivotal role in enhancing organizational accuracy and efficiency. HR professionals must embrace HRIS as more than just a technological tool; it represents a fundamental shift in the role of HR within organizations. By integrating HRIS as a strategic project and embracing its transformative potential, HR professionals can assume the role of strategic business partners, data analysts, and internal consultants, focusing on addressing strategic HR issues and driving organizational success.

In essence, the integration of HRIS into IHRM signifies a paradigm shift towards a more agile, data-driven, and strategic approach to HR management. By leveraging technology to optimize HR processes and decision-making, organizations can unlock new opportunities for growth, development, and organizational excellence in an increasingly dynamic and competitive global landscape.

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