



Should multinational companies standardize their training system(s) across all operations?

By Florian Leister

GRIN Verlag GmbH Mai 2014, 2014. Taschenbuch. Book Condition: Neu. 210x148x1 mm. This item is printed on demand - Print on Demand Neuware - Essay from the year 2014 in the subject Business economics - Personnel and Organisation, grade: 1,3, International University of Applied Sciences Bad Honnef - Bonn, course: International Human Resource Management, language: English, comment: Essay in english, APA style 2014 , abstract: The need of a multinational to standardize its training systems is based on the increasing level of internationalization of companies and accompanying challenges, like dealing with different cultures, norms, and traditions. The volatility of the markets rise with increasing globalization and boundary less trading, forcing companies to become more flexible and reactive in order to quickly respond to changes. This leads to more complexity and a greater desire for control, as well as to a higher need for collaboration and consistent appearance towards the customer. But, A company s decision about how much local control to allow depends partly on the industry; for instance, consumer products need to be more attuned to the local market than pharmaceuticals or software . (Ghoshal, 1989) However, the level of standardization of companies training system highly depends on the...



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