

**“HR MANAGEMENT DIFFERENCIES AROUND DIFFERENT COUNTRIES”****Akhmedov Alimjan Babaniyazovich**

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**Annotation:** Human Resources is not one size fits all across the globe. Different countries vary widely in term of the rules and regulations enforced in the workplace. These five countries offer something unique in terms of personnel, something other parts of the world might want to consider implementing with their employees.

**Key words:** HR around the globe, Fika, Leaving Notice, Workweek, Disconnecting, Fitness.

**5 Ways Human Resources is Different Around the World**

- Fika in Sweden
- Leaving Notice in Australia and Germany
- Workweek in Israel
- Disconnecting in France
- Fitness in Japan

**1. Fika in Sweden**

On an average day in an American workplace, one sees a good deal of coffee and snacks. Workers mindlessly consume them in solitude in an effort to stay alert. Many even eat lunch at their desks. These practices leading to loneliness, stress, and gastrointestinal problems. Whereas many American workers receive a stern glare for stepping away for a coffee break, Swedish employees are encouraged to do so. The Swedes embrace a practice called Fika, which roughly translates to mid-day coffee break. Employers encourage everyone to partake in coffee or tea, a treat, and friendly conversation. They find this practice to promote workplace satisfaction and increased performance.

## **2. Leaving Notice in Australia and Germany**

Australians and Germans are two among many countries in the world that enforce term contracts. This means that if an employee gives less than a set length of notice of leaving the job, without reason of necessity, there are financial repercussions. This practice promotes the values of commitment, life planning, reliability, and professional respect. The Australian Government Fair Work Ombudsmen provides an informational guide on how employment contracts work in their nation.

## **3. Workweek in Israel**

The Israeli workweek runs from Sunday to Thursday instead of the customary Monday through Friday. The purpose of this is to allow employees to observe the Jewish holy day of Shabbat every Friday. With America being such a conglomeration of cultures, and the advance of technology bringing so many possibilities of a flexible work schedule, more companies should allow individuals to structure their work hours around important days for them. This makes employees feel valued as individuals, which promotes workplace satisfaction and productivity.

## **4. Disconnecting in France**

The downside of the advance of technology is exactly the same as the upside. People can work anytime from anywhere, and many employers interpret this to mean they should work anytime from anywhere. While not all companies enforce responding to work emails outside of work hours, some suggest or encourage it. French employers found this led to overwork, so there is now a law in France stating that employees have the right to completely disconnect from work email outside of work hours.

## **5. Fitness in Japan**

Japan has a reputation across the world for hard work. Long hours, long weeks, and intense regimen are commonplace among many Japanese employees. Japanese employers are on a recent mission to reintegrate wellbeing into the work mentality. Employers and teachers across Japan are infusing work and school days with a popular exercise regime called Radio Taiso, named so because it runs to the music of a popular Japanese radio station. Each set is only 15 minutes long, perfect for a break or to start the day.

### **Rankings of Top HR Programs**

Online Master's in HR

Human Resources MBA

Affordable Small Colleges

Affordable Master's in Organizational Behavior

HR Bachelor's (by Graduation Rate)

Cheapest Online HR Bachelor's

Best Affordable Public Universities Online Masters HR Management

Master's in HR Management Urban Universities

Private For-Profit Online Masters HR Management

Affordable Bachelor's in Human Resource Management Catholic Schools

Best Affordable Accelerated Master's

Accelerated 4+1 Bachelor's to Master's degrees

Affordable Bachelor's in Human Resource Management Christian Schools

## What is the Purpose of Human Resources?

### Human Resources Department Functions

There are five primary HR functions within an organization. These include:

- Staffing Needs
- Compensation
- Benefits
- Performance Appraisal
- Law Compliance

Managing the need of company employees is the purpose of human resources departments. The human resource department helps to maximize the efficiency of an organization. This includes financial and legal matters.

#### 1. Staffing Needs

Human resource departments have the responsibility of recruiting employees. This includes creating position announcements. These involve:

- identifying job duties
- determining the skill level and qualifications
- specifying a salary range

One complicated aspect of HR is recruiting the right candidates. Hiring the right candidate has the potential to transform organization for the better. Selecting the wrong candidate can have significant negative consequences. Personnel in the human resource department must communicate with management in other departments. This is especially true in the recruitment and hiring process. Transfers and promotions of employees are also responsibilities of HR departments.

HR will seek an external candidate if no existing employees can fill a needed position. The HR personnel will first advertise an open position. Once applications start coming in, personnel screen applicants by:

- completing reference checks
- administering tests
- interviewing potential candidates

HR is also integral to the termination of employees. The human resource team helps ensure that no laws are violated during this process.

The human resources purpose extends further. HR staff are responsible for the training and development of their staff. They conduct in-house trainings. HR can also outsource these opportunities based on employee needs. HR staff play a key role in onboarding new hires. They also provide professional development opportunities for existing staff.

HR staff are also involved with employee and labor relations. They handle disputes between employees and between employees and their employer. They understand the rights and responsibilities of unions and unionizing.

## 2. Compensation

Many people associate the purpose of HR with compensation. Fair payment is a huge concern for employees. HR department personnel check and make changes to an organization's pay structure. They research compensation trends with the aim of providing employees with industry-acceptable pay. They also assess policies and help an organization adhere to various laws. These are federal, state, and local laws of compensation such as the Fair Labor Standards Act. The Fair Labor Standards Act addresses minimum wage and payment for overtime work. HR departments review and provide documentation for unemployment claims. HR personnel help inform new employees of the pay structure. They also provide assistance with payroll setup.

## 3. Benefits

Human resources develops and administers the employee benefits program. Organizations use benefits packages as a recruitment and retention tool. Common benefits of a job include:

- health insurance
- dental insurance
- retirement plan
- life insurance
- paid holiday/sick time
- flexible spending accounts or health savings accounts

One main purpose of human resource management professionals is to research and analyze information to obtain the best packages for these benefits. They need to ensure benefits provide adequate coverage for employees while minimizing the costs for the employer.

## 4. Performance Appraisal

HR management staff work with individual department managers to evaluate employee performance. This department creates and manages the entire appraisal process. This process occurs annually for many organizations. Thus, it's important that the process is simple and straight-forward, yet effective. Fair practices must exist in the appraisal process. It is the basis for:

- promotion
- retention
- termination

Any mishandling of these opportunities can bring legal action if improperly executed. The department oversees this process making sure that:

- all participants understand the process
- deadlines are adhered to
- only qualified employees receive the rewards for exemplary performance reviews

A performance appraisal looks at various attributes of an employee. These may include:

- their quality of work
- dependability
- communication skills
- their quantity of work
- professional development initiatives taken

The appraisal process is an opportunity for leadership to evaluate employee performance. It also provides feedback, and helps to set goals for the next evaluation cycle.

## 5. Law Compliance

Companies are responsible for the safety and equitable treatment of their employees. Laws exist to protect employees in a variety of areas. Failure to comply can bring countless lawsuits which can undermine a business's profits. According to the U.S. Occupational Safety and Health Administration (OSHA):

- A workplace can reduce the cost of injury and illness by 20 to 40 percent.
- This occurs when the proper health and safety systems are in place.

Human resources departments keep companies up-to-date with regulations by:

- staying aware of these laws
- disseminating the proper information
- creating procedures to ensure adherence to the laws by everyone

**Conclusion:** When most people hear the phrase human resources they think of hiring, firing, and mundane personnel tasks. In many countries around the world, it also involves efforts to promote workplace satisfaction. These five practices across the globe are great examples of how to create a happy and healthy staff. So, what is the purpose of human resources? It balances the needs of the employer and the employees. A successful HR department can fulfill these varied tasks. Human

resources is a growing field, and those in HR management can expect to make an average of \$126,230 annually. However, management and leadership positions require high-level training.

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