

PART 7

CROSS- FUNCTIONAL ISSUES

30 The international dimension

31 Ethics and corporate social
responsibility

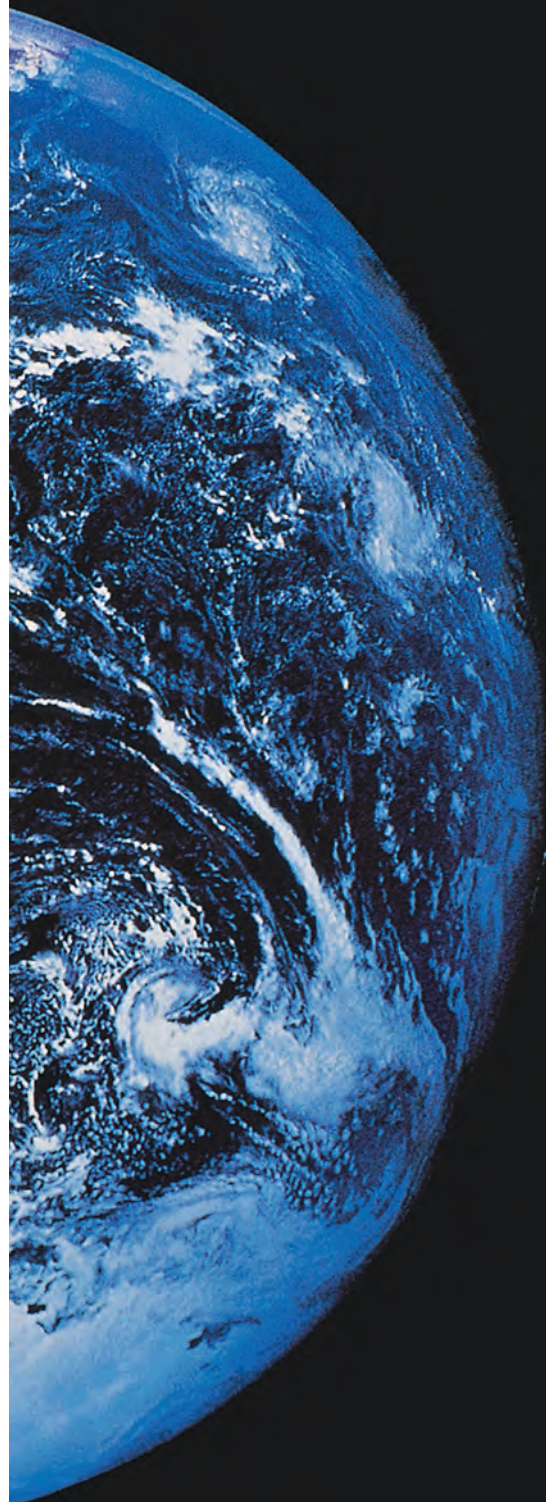
32 Work-life balance

33 Measuring HR:
effectiveness and efficiency

Part VII Focus on skills

Interactive skill 7:

Chairing meetings



As we come to the close of the book, we have a different sort of Part. We are not considering activities in a specific functional grouping, but issues that tend to influence all functional areas. The international dimension to HR work may have very little influence in some businesses, but in others it may be considerable. Education authorities have recruited schoolteachers in foreign countries and health authorities have many different nationalities in their ranks. Some organisations have many overseas activities, which have to be staffed and with which there may be some difficult comparisons when terms and conditions of employment are being discussed.

Some aspects of working internationally have a strong ethical dimension, as do many features of employment within a single country and again inter-country comparisons can be very difficult. In many Western countries, particularly the UK, the matter of the balance between hours spent working and hours spent at home has recently received a great deal of attention.

The effectiveness of the HR function is frequently questioned so all HR people need to consider how valuable their contribution is and how it can be effectively measured. Finally we conclude our series of Interactive skills by considering the activity of chairing meetings.

