

LITERATURE REVIEW OF HR DEVELOPMENT AND ITS COMPARISON BETWEEN DIFFERENT CULTURES AND COUNTRIES

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HR DEVELOPMENT – A PRIMARY OVERVIEW

Process oriented

To increase both internal workers and organisation's performance

Three main aspects

Career development, HR management and quality improvement

Tools

Focused programs, workshops, academic classes, online courses

HR DEVELOPMENT - GOALS



01

New employees orientation and performance:
involving internal workers into company's mission and vision,
policies and strategies

02

Developing employees' careers:
focused courses, access to online training,
coaching and mentoring programs

03

Identifying company's performance gaps

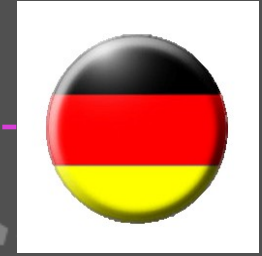
HR DEVELOPMENT – CROSS-COUNTRY ANALYSIS



US

Diverse industries, from the high-tech industry to agriculture, all have a strong competitive advantage

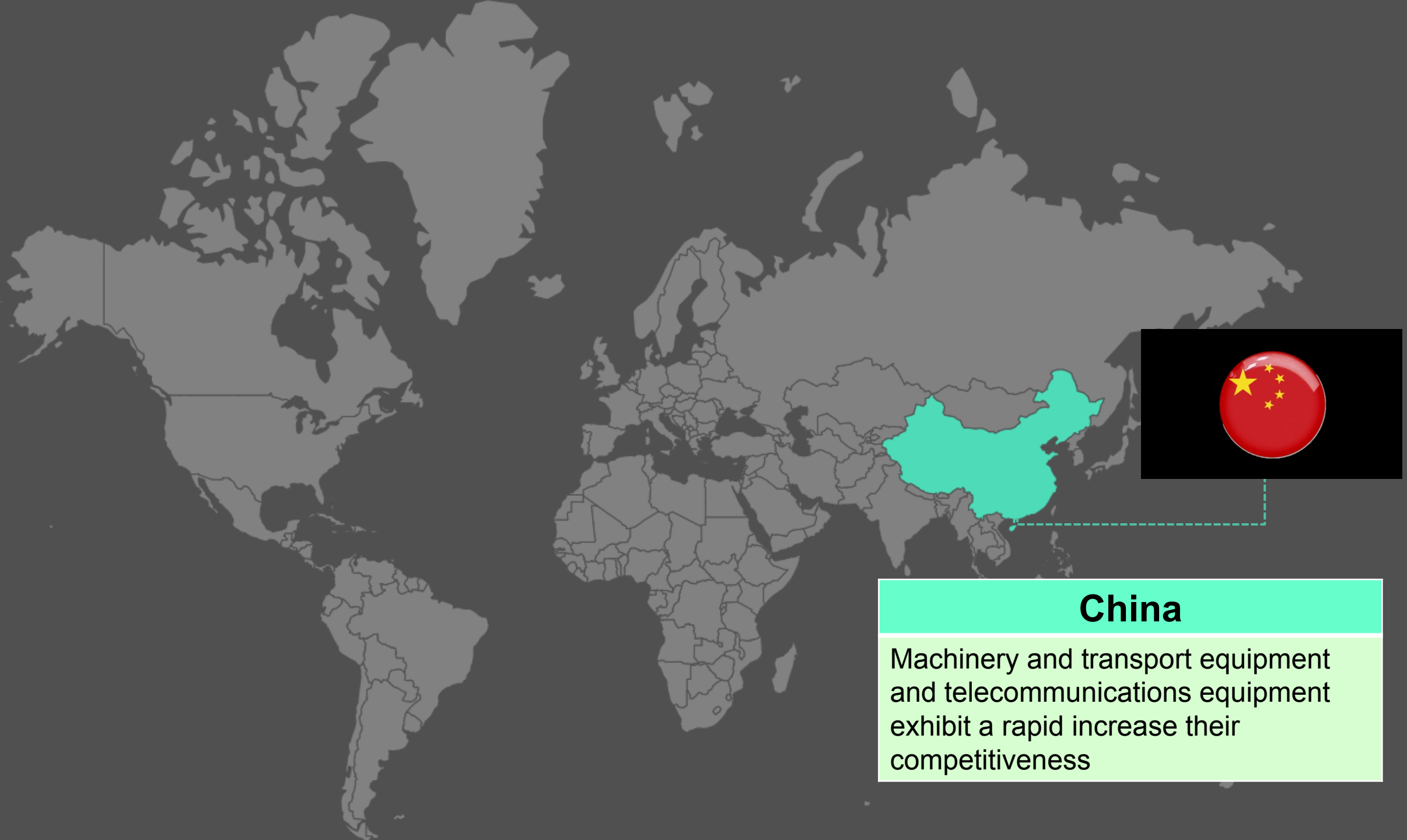
Both resource-intensive industries and technology-intensive industries



Germany

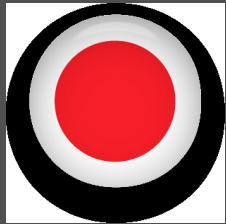
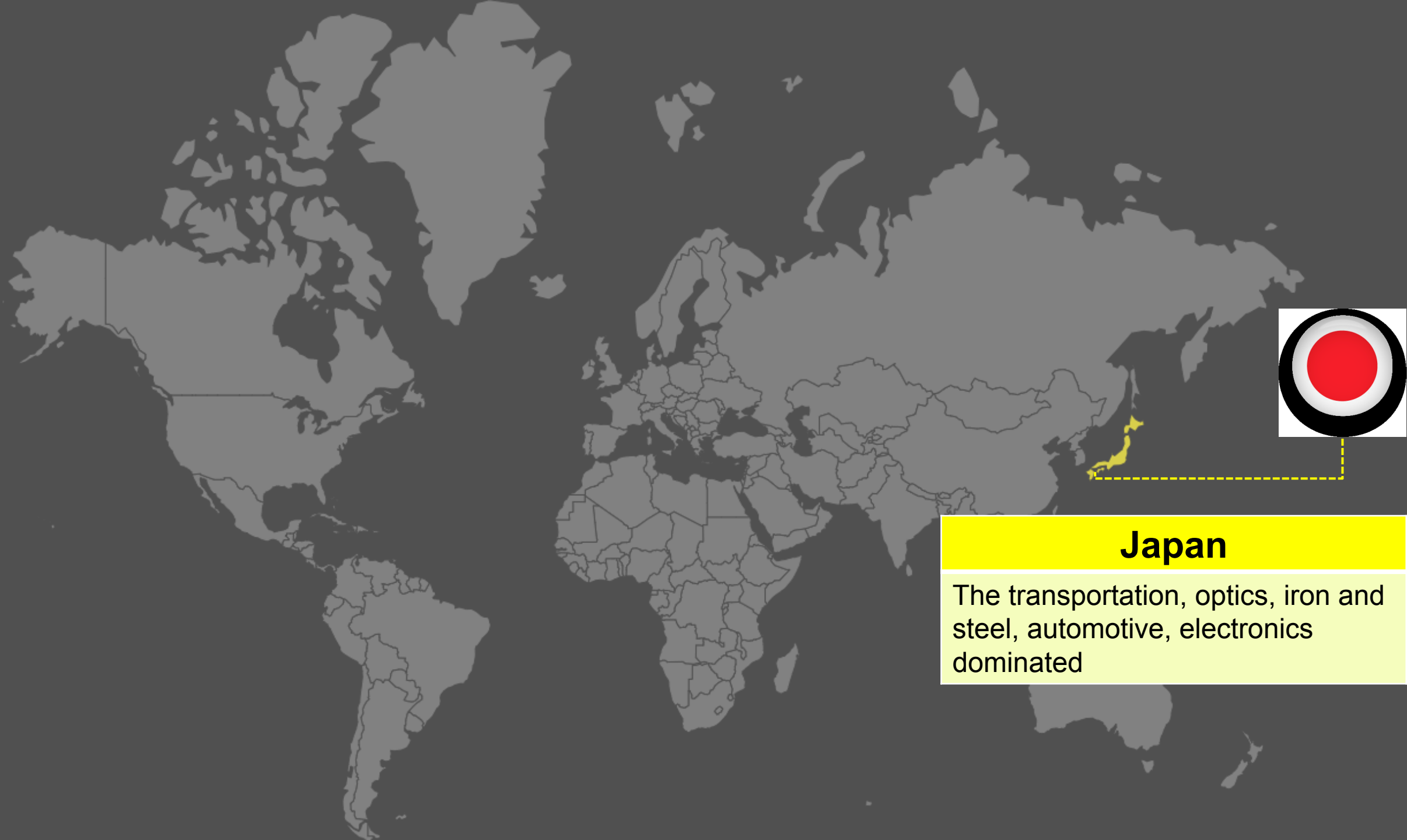
High productivity and sophisticated industries play an important role





China

Machinery and transport equipment and telecommunications equipment exhibit a rapid increase their competitiveness



Japan

The transportation, optics, iron and steel, automotive, electronics dominated

IMPORTANT HRD ROLES

USA

Career development advisor,
strategic manager,
organization change agent



China

Administrator,
strategic manager,
instructor



Area

Germany

Instructor,
organization change agent,
HRD manager



Japan

Strategic manager,
career development advisor,
instructor



KEY WORK DIMENSIONS OF HRD

Area\ Output	Key Work Dimensions of HRD
US	Improvement of individuals and group learning; focus on training programs for senior managers and scientists
Germany	Training programs and consultation for the purpose of organization change; Mature mentorship programmes
China	Training as the main dimension, organization development as the second, and less consideration on career development
Japan	On-the-job training and full-time training to coordinate with job rotation

COUNTRY DIFFERENCE IN TRAINING CONTENTS AND SUBJECTS

Area	Training contents	Trainees
US	Seminars, case studies, management games, activities related to knowledge creation and sharing	Research and development personnel, management personnel
Germany	Mentorship activities related to technological heritage and improvements	Skilled workers, engineers
China	Formal education for vocational qualifications and induction education	Junior professionals and technical personnel , the newly recruited
Japan	Job rotation and comprehensive quality management activities related to team building	Production line workers, engineers, management personnel

CONCLUSION

- HR Development consists of career development, management, and quality improvement.
- Within these aspects, goals include recruiting and retaining quality talent, providing career plans, knowledge transfer through dynamic group interaction. These objectives achieve cost efficiency, talent retention, professional growth, and improve total quality management.
- Culture's country has a strong impact in forging different HR Development programs, based on job roles and achievements, training contents and organizational structure

THANK YOU FOR YOUR ATTENTION