**Discussion Two**

Student’s Name

Institution Affiliation

Course

Instructor

Date

**Effect of Globalization on the Management and Human Resource Professionals**

Globalization affects the functions and practices of management and human resource because they must consider a wide spectrum of possible adjustments to recruit, retain, and maintain a labor force present in some countries with diversified cultural identities. Managers and human resource professionals are forced to change their thinking to develop new regulations and technological advancements. Both the management and the human resource professionals must offer more support to the current employees as they move to other nations. Due to the different employment and tax laws, management and human resource professionals must make adjustments to ensure compliance with the government requirements put in place. As a result of the long-distance communication issues, the management and human resource professionals must find standardized communication tools and make accommodations for different languages.

**Effect of Globalization on Talent Acquisition**

On the positive side, globalization has enabled firms to move toward global recruitment, allowing them to obtain the best talented employees and enjoy a wide labor force. As a result of globalization, firms can retain employees with the skills and knowledge required to gain a competitive advantage. On the negative side, globalization has led to difficulties in talent acquisition because firms must consider the different laws regulating employment and the statutory protections for employees in other countries to avoid financial and legal issues.

**Effect of Globalization on Performance Management**

Globalization has affected performance management because the leaders must take into account the larger workforce that consists of international employees, thus making it hard to offer training. Globalization has also made it hard for leaders to conduct performance management because it requires modern communication tools to monitor employees across the globe. Training leaders about work ethics will enable them to respect the beliefs and traditions of each country for effective performance management (Mialiawati, 2021). To develop a better performance management strategy, globalization requires the management to understand the cultural standards of each country and respect the diversities.

**Reference**

Mialiawati, I. (2021, February). The Effect of Globalization on Culture, Information Technology, and Education. In Proceeding ICTESS (Internasional Conference on Technology, Education and Social Sciences).