

## GLOBAL KNOWLEDGE TO SUPPORT INTERNATIONAL HUMAN RESOURCES PERSPECTIVE

<sup>1</sup>Giri Nurpribadi, S.T.P.,M.M, <sup>2</sup>Erina Rulianti, S.I.P M.M

<sup>1,2</sup>Faculty Economic and Business, Pelita Bangsa University, Cikarang, Indonesia

Author's email:

<sup>1</sup>[giri.nurpribadi@pelitabangsa.ac.id](mailto:giri.nurpribadi@pelitabangsa.ac.id); <sup>2</sup>[erina.rulianti@pelitabangsa.ac.id](mailto:erina.rulianti@pelitabangsa.ac.id)

Corresponding author: [giri.nurpribadi@pelitabangsa.ac.id](mailto:giri.nurpribadi@pelitabangsa.ac.id)

**Abstract.** Acceptance to global knowledge, relevant with international business mechanisms, all activities about business from country to other country direct linked with international trade pattern, with placement some office on intercontinental. This identity adjust with country corporate head office, Third country and also venue country, human resources action need much more participation from other countries relevance each capacity to shape institution, human resources recruitment, and also business relationship from country to other country. Methods with phenomena so that existing on international business activities are facilities to understand about global knowledge, regarding global knowledge needed for implementation term of trade, so that knowledge to access global knowledge job searching need international networking. These network had been implemented by some corporation, and also education institution such as university, with employee qualification and lecturer qualification. Think about sampling from one private university in Indonesia as a practice group to search job position in international exposure about business activities on international scale, explains about knowledge to Job vacancy for some level from manufacturing location on regional, Indonesia place head office, Asia representative office, for example in Singapore and other location of international office, historical since first time had been built. With this methods, an introduction pattern, Job searching methods, with international scale, Starting point to introduce for new lecturer and new employee, on qualification at international level, have got qualification data at a research qualitative methods, such as: change passport for 19 human resources employee, new passport for 83 human resources employee, as a verification one private university with sample 102 human resources employee, determination, include lecturer. This activities not only introduction for international research and international job, but international tourism.

**Keywords:** Global Knowledge, Internasional Business, Internasional Human Resources, Research Qualitativa.

### 1. INTRODUCTION

Global knowledge include globalization concepts around the world, explanations regarding job positions relevant with graduate level, relevant with career planning, and all methods to implementation of distribution system regarding application letter to gain job salary for employee activity.

Issue about tittle to analyze some problem analysis around the world, especially international business need to introduce for all employee involve employee who working in education institution about the way of selling, focus on human resources job allocation. Technical writing about application letter precisely. Although not all people not yet about this, whereas still think and also about local content, which trying to send application letter to factory with argumentation near from home address.

Human resources management is the process of managing, training, and developing and paying employees in global operations. Global operations has subsidiaries in countries outside of the home country that rely in the experise area and management abilities of the smart team. Existing in the parent country where the organization has its main headquarters. International human resources perspective concernn itself with all the Human Resources function-recruitment and selection,

training and development performance management an appraisal at global level. Welfare about the people environment sometimes designed by efficiency mindset. Quality Human Resources with built from think globally and develop from act locally to implementation for three phase as a research problem:

### *1.1 Introduction Multinational Company.*

Big company had been built from small medium enterprise, and some corporation in international exposure, then need explanation from one country to another country. Brief historical as a first build big company established position on headquarter, and after achieve development profit margin need expansion to some country access intercontinent. For Example, some big company from Europe provide investment in Asia Continent, with Asia representative office. All employee from within and also had been recruit from third country.

### *1.2. Applying Methods*

International and also multinational company, need knowledge to understand, communicate effectively with the other employees among subsidiary team. Introduction about international exposure needed to arrive at some country, always learning about global knowledge with some strategic. Application letter for international company followed by sight seeing at international environment, understand about managing foreign exchange had been influenced to increase about career and social level. Social level more significant, all matters determined by how to application letter had been sent.

### *1.3. Tourism.*

Tourism as a routine activities to refreshing for some population, sometimes counted with annually. Some people sightseeing using passport administration for travelling around some countries, sometimes going to other continent. Some outlet in foreign with motivation so that open market Indonesia for famous branded, also much more to increase export value Indonesia.

## **2. LITERATURE REVIEW**

A multinational company can be identified any of the above names. Differences can exist among types of multinational firms, and these differences can be reflected in these various name. Ultimately, all multinational firms and these differences can be reflected in these various names. Ultimately, all multinational firms share the same common characteristic. A multinational firm is one that has productive operations in more than one country. It also engages in business a activities foreign markets, which are sometimes called host countries.

International corporate subsidiary is an organization in the host country that is an extension of a firms operations into a host country for the purpose of conducting its business activities. A foreign subsidiary is the consequence of a foreign direct investment. A foreign subsidiary can be owned in whole or in part by a foreign company.

The Cultural environment. Cultural is a perplexing notion. We can each identify with the idea that specific group of people within a nation, share certain commonalities. The definition of culture itself is a difficult one to pin down. Numerous definitions exist. In one definition culture is described as the learned beliefs, values and standards that are common to members of a group and help interactions in the day to day life of group members.

Managers in a multinational company must learn how to deal effectively with cultural differences. Understanding differences in culture across a company's host country markets helps managers devise human resource management strategies that

are consonant with the beliefs and practices of host country employees and it helps align a company's strategy and organization with the external environment.

Culture is one dimension of national institutional environments. As with each dimension of a national institutional environment, cultural variation heightens the level of uncertainty in decisions made by an institutional environment, cultural variation heightens the level of uncertainty in decisions made by an international manager. It creates uncertainty because a national culture new to a firm encompasses new set of beliefs values and norms that can alter the keys to success in a firm's operations.[1].

Expatriation has become a phenomenon that can be found in many parts of the world as entering globalization era. Expatriation has been done not only by employees that were assigned by their company but also by individuals who choose to develop their capabilities by having cross cultures experiences and become a self initiated expatriate. The aim of this study was to find meaning of self initiated expatriates psychological acculturation in Yogyakarta.

Data was gathering through in depth interviews with six self initiated expatriates that has built new life in Yogyakarta with their spouse. The research findings showed that respondents chose to be self initiated expatriates in Yogyakarta seize an opportunity of a better living in Yogyakarta. In acculturation process, they develop two kinds of coping, adopting new culture and maintaining original culture. They combined both cultures values in their selves that caused change in their cognitive behavior and attitude and became an integrated self as result. Further findings showed that coping variation was selected by considering their condition situation needs and interests.[7]

### 3. RESEARCH METHODS

Research qualitative about result after description with flexibility performance by data. At this moment, Data need process together, data had been provided:

#### 3.1 Data Regarding Update Passport

No	Code	Immigration Administration
1	U1	UPDATE PASSPORT
2	U2	UPDATE PASSPORT
3	F1	UPDATE PASSPORT
4	F2	UPDATE PASSPORT
5	O1	UPDATE PASSPORT
6	O2	UPDATE PASSPORT
7	U3	UPDATE PASSPORT
8	U4	UPDATE PASSPORT
9	U5	UPDATE PASSPORT
10	U6	UPDATE PASSPORT
11	U7	UPDATE PASSPORT
12	U8	UPDATE PASSPORT
13	U9	UPDATE PASSPORT
14	U10	UPDATE PASSPORT
15	U11	UPDATE PASSPORT
16	O3	UPDATE PASSPORT
17	U12	UPDATE PASSPORT
18	O4	UPDATE PASSPORT
19	U13	UPDATE PASSPORT

### 3.2 Data Regarding Update Passport

No	Code	Immigration Administratioan
1	O5	NEW PASSPORT
2	O6	NEW PASSPORT
3	U15	NEW PASSPORT
4	O7	NEW PASSPORT
5	O8	NEW PASSPORT
6	O9	NEW PASSPORT
7	O10	NEW PASSPORT
8	F3	NEW PASSPORT
9	O11	NEW PASSPORT
10	O12	NEW PASSPORT
11	O13	NEW PASSPORT
12	O14	NEW PASSPORT
13	O15	NEW PASSPORT
14	O16	NEW PASSPORT
15	O17	NEW PASSPORT
16	O18	NEW PASSPORT
17	O19	NEW PASSPORT
18	O20	NEW PASSPORT
19	O21	NEW PASSPORT
20	O22	NEW PASSPORT
21	U16	NEW PASSPORT
22	O23	NEW PASSPORT
23	F4	NEW PASSPORT
24	O24	NEW PASSPORT
25	U17	NEW PASSPORT
26	O25	NEW PASSPORT
27	O26	NEW PASSPORT
28	O27	NEW PASSPORT
29	O28	NEW PASSPORT
30	O29	NEW PASSPORT
31	U18	NEW PASSPORT
32	O30	NEW PASSPORT
33	O31	NEW PASSPORT
34	O32	NEW PASSPORT
35	O33	NEW PASSPORT
36	O34	NEW PASSPORT
37	U19	NEW PASSPORT
38	O35	NEW PASSPORT
39	O36	NEW PASSPORT
40	O37	NEW PASSPORT
41	O38	NEW PASSPORT
42	O39	NEW PASSPORT
43	O40	NEW PASSPORT
44	O41	NEW PASSPORT
45	O42	NEW PASSPORT
46	O43	NEW PASSPORT
47	O44	NEW PASSPORT
48	O45	NEW PASSPORT
49	O46	NEW PASSPORT

50	O47	NEW PASSPORT
51	O48	NEW PASSPORT
52	O49	NEW PASSPORT
53	O50	NEW PASSPORT
54	O51	NEW PASSPORT
55	O52	NEW PASSPORT
56	O53	NEW PASSPORT
57	O54	NEW PASSPORT
58	O55	NEW PASSPORT
59	O56	NEW PASSPORT
60	O57	NEW PASSPORT
61	U20	NEW PASSPORT
62	U21	NEW PASSPORT
63	F5	NEW PASSPORT
64	O58	NEW PASSPORT
65	O59	NEW PASSPORT
66	O60	NEW PASSPORT
67	O61	NEW PASSPORT
68	O62	NEW PASSPORT
69	O63	NEW PASSPORT
70	O64	NEW PASSPORT
71	O65	NEW PASSPORT
72	O66	NEW PASSPORT
73	O67	NEW PASSPORT
74	O68	NEW PASSPORT
75	O69	NEW PASSPORT
76	U22	NEW PASSPORT
77	O70	NEW PASSPORT
78	O71	NEW PASSPORT
79	U23	NEW PASSPORT
80	O72	NEW PASSPORT
81	O73	NEW PASSPORT
82	O74	NEW PASSPORT
83	O75	NEW PASSPORT

#### 4. RESULTS AND DISCUSSION

Preliminary activity with result, for example in Malaysia, May 2024 condition.

Researcher with research qualitative since starting point on May 2024 with sight seeing methods and short interview in Maya Hotel Kuala Lumpur had been gained data regarding population Asia active in Kuala Lumpur focus on Airport, involve data Passenger, Life Style, new generation and also market development influenced by kurs US\$ and Ringgit Malaysia. Next Year, 2025 with Tourism activity going to Malaysia and also go to Singapore, so that achieve data currently. This immigration administration data activity as a evidence to verify education about international human resources continuously. Method to introduce so that through significantly in Indonesia, sending application letter to International Office.

Global knowledge are knowledge relevant with globalization process or global environment, such as in this explanation involve: First, Understanding organization global design in country across continents, to introduce international trade relevance with head officewho founder with intercontinents scale,human resources in third country, country place as a hostcountry. Second. Job seeker method. Relevant with social level job position are influence application letter had been proceed, for example

senior manager have got capabilities communicate effectively. Third, Introduce tourism activity to introduce job position and job apply method. Analysis regarding results from research method through discussions about research qualitative with idea more flexible. Introduction about tourism activity so that imply: Only sightseeing will impact refreshing and providing observation experience. Interpretation because reality. International office had been watched. Learning by tourism. Fact finding, every country creative economic gift data about diversification product for local, regional and International market. Some products depend on famous infrastructure, every visitors, for example Petronas Tower in Malaysia consist of specific product such as creative economic. Tourism activities rarely think about refreshing not only business or daily working. Productivity based on quality, needed for increasing international human resources perspective and also Implementation.

## CONCLUSION

This research after in process with research qualitative methods, all matters had been determination with writing on paragraph with inductive methods. Tourism activity very needed for introduction business environment.

Evidence based on tourism consist of observation 2019, observation 2024 and observation for February 2025, with three periods provide good enough data the variation expatriate population and diaspora population immigration circumstances with observation.

## REFERENCES

- Beamish, P. W., & Delios, A. (2004). *International Business and Asia Pacific Perspective*. Pearson Prentice Hall, Jurong, Singapore.
- Bian, Z., et al. (2023). Global knowledge domain and prospects in tuna research: A bibliometric analysis. *Aquaculture and Fishness*. <https://doi.org/10.1016/j.aaf.2021.09.005>
- Dellestrand, H., Kappen, P., & Lindahl, O. (2020). Headquarter resource allocation strategies and subsidiary competitive or cooperative behavior: Achieving a fit for value creation. *Journal of Organization Design*. <https://doi.org/10.1186/s41469-020-00070-3>
- Fand, D., et al. (2021). Mapping the terrain of international human resources research over the past fifty years: A bibliometric analysis. *Journal of World Business*. <https://doi.org/10.1016/j.jwb.2020.101185>
- Frederich, I. M., et al. (2020). An empirical analysis of research paradigms within international human resource management: The need for more diversity. <https://doi.org/10.1177/2397002228908035>
- Geringer, M., et al. (2014). *International Business* (Edisi ke-12, Buku 2). Jakarta: Penerbit Salemba.
- Green. (2020). *International Variety in Cultural Resource Management*. Wiley Online Library. <https://doi.org/10.1002/9781444396065.ch24>
- Mahadewa, J., et al. (2020). Ethnography studies in international human resources management: Types and usefulness. <https://doi.org/10.1177/23970022209082754>
- Santana, S. K. (2010). *Menulis Ilmiah: Metodologi Penelitian Kualitatif*. Jakarta: YPOI.
- Sari. (2015). Psychological acculturation self-initiated expatriate. *Gadjah Mada Journal of Psychology*, 1(1), 132-29. ISSN: 2407-7798
- Shen, W., et al. (2022). Reconceptualizing international academic mobility in the global knowledge system: Towards a new research agenda. *Higher Education*. <https://doi.org/10.1007/s10734-022-00931-8>
- Tim. (2016). *Kamus Lengkap*. Jakarta: Afifa Media.