

The effect of national culture on HRM

Abstract

This literature review tries to address how national culture in different countries influence some companies' implementation of HRM practices. To achieve this, first, we tried to get a better understanding of the concept of HRM. Then we mentioned two opposite perspectives - the convergence (universalism) perspective and the divergence perspective - to understand the background of each of these thoughts. This is followed by our arguments on why we decided to focus on the latter. We provided clear examples from relevant academic articles as proofs. However, these articles have their own weaknesses, distinguished into the theoretical and methodological aspect that could become a consideration for future studies. Finally, we highlighted the idea that HRM practices cannot be equally applied to each company operating in different cultures. Therefore, prior to implementation, an investigation is a necessary step to be done.

Key words: Cultural Dimensions - Influence - HRM or Human Resource Management - National Culture