Start with keyword searches, and fine-tune your search from the results.
This search brings many results that aren’t really applicable to our research questions. Look at the subject headings on the following result list for words/phrases that describe what you need.
Now we want to open an Advanced Search. We’ll start with the first two subject terms: foreign workers and personnel management. And search.
Scroll down through the results, looking for articles as well as other subject terms which might be useful for your research.
Abstract: The article discusses actions that U.S. human resource (HR) practitioners who deal with employment-based immigration can take to prepare for proposed changes to the U.S. immigration system in 2017. Topics covered include determining whether an organization’s workforce will be affected by immigration law reform, expecting enhanced scrutiny of an organization’s compliance practices, and networking with other HR professionals to learn from their experiences.
Immigration Law: Stay Ahead of a Moving Target

For HR practitioners who deal with employment-based immigration, these are anxious times. While there is widespread agreement among employers that the U.S. immigration system is in need of reform, it is not clear that the changes proposed to date will contribute to a 21st century workplace that is innovative, diverse, fair and competitive.

Here are three actions you can take to help you stay ahead of the curve during this uncertain period.

Survey your landscape. Use this time to get your arms around how your workforce may be affected by immigration reforms. Do you have new hires who will need visas or employees whose temporary or permanent status may not be secure?

Pay attention to the details. Immigration law is full of exceptions and nuances. Even minor paperwork errors can be costly. Consider undertaking a self-audit of your files to ensure that you are in compliance before the government knocks on your door.

Stay connected. Remember, even if you are the only HR person at your organization who deals with immigration, you are not alone. Around the country and the globe, thousands of your peers are facing the same challenges. Connect with them through in-person and virtual networks to learn from their experiences, share your own or just vent a
Continue through the results list for other useful articles.
Abstract: The article focuses on the human resources (HR) issues that are important when companies are planning to expand globally. Topics discussed include approaches to staffing overseas operations, the factors to consider when dealing with the structure of foreign entities, and the role of an effective HR administration in training and managing talents. Also discussed are the issues of concern if expatriates are to be deployed and the need to recruit and retain the best talent.
Borders

By Mike Butler

Just weeks after opening in April 1992, the $5 billion Euro Disneyland outside of Paris was in trouble. Ten percent of its employees had quit, protesting farmers blocked the entrance with tractors, and critics condemned the pollution of French culture. By August, annual attendance projections were slashed by millions; by 1994 there were rumors of bankruptcy. How could Disney, a hugely successful and highly respected company with a worldwide brand and a record of successful international expansion, find itself in this unenviable position?

Even for the most successful companies, international expansion can be exceedingly difficult. From world-renowned operations such as Disney to fast-growing start-ups like Opera, the unexpected challenges—and even failures—of expanding overseas often can be attributed to people. When a firm is contemplating expansion, who it hires, how it trains and manages those people, and how effectively it ensures that the culture and competitive advantages that sustain the parent company are translated to a country's specific market and culture are critical determinants of success.
Add one of the other subject terms we found: Corporate Culture and check the results. Also check for subject terms.
Managing Across Cultures at Home

Authors: Degley, Kathleen


Document Type: Article

Subject Terms: Foreign workers – United States
Corporate culture – United States
Personal management – United States
Cross-cultural communication
Cross-cultural differences

Abstract: "The article emphasizes the need for managers to have cross-cultural sensitivity when managing employees who were born and raised outside the U.S. The author claims that U.S.-born managers are not right in assuming that highly educated and capable foreign employees need little help in assimilating to the country’s business culture. He offers ideas on how managers can manage foreign-born employees."
Managing Across Cultures at Home

Managers need cross-cultural sensitivity when leading employees born and raised outside the United States.

By Kathleen Begley

Foreign-born workers numbered 24 million in 2018, or 16 percent of the U.S. civilian labor force age 16 and older, according to the U.S. Bureau of Labor Statistics. These immigrants are different from those of a century ago. More foreign-born professionals come from Asia, they often hold graduate degrees, and...
Change up your subject terms to cover a different aspect of your research.
4. What's Your Language Strategy?


Subjects: International business enterprise management; Talent management; Employee review; Foreign workers; Teams in the workplace; Business communication; Language Schools; Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs); Human Resources Consulting Services; Cultural awareness; Cross-cultural communication; Languages & languages -- Ability, Foreign language education

Times Cited in this Database: (1)
What’s Your Language Strategy?

Abstract:

Language pervades every aspect of organizational life. Yet leaders of global organizations—where unrestricted multilingualism can create friction—often pay too little attention to it in their approach to talent management. By managing language carefully, firms can hire and develop the best employees, improve collaboration on global teams, and strengthen the company’s footing in local markets. Language proficiency matters. Whether in a lingua franca, or shared language, or in a local language, it does not guarantee high performance. Recruiters may favor fluency over other capabilities. They may rely on external hires with language skills rather than grooming internal candidates with the capacity and motivation to learn new languages. And leaders may give expatriate assignments not to the best candidates but to people who speak certain languages. To hire and promote the best people, firms need to provide training to meet global and local language needs. Fluency in a language also does not equal cultural fluency. For leaders, understanding the cultural background of each team member and customer is as essential as learning to conjugate new verbs. The same can be said for employees at all levels.

Even when they are fluent in the lingua franca, a lack of cultural understanding can cause significant misunderstandings. To prevent such rifts, language training must include cross-cultural education.

INSEAD: Making It Easier to Acquire Language Skills in Brief Consider a Lingua Fracta if your Company is... and Roll it Out at the Right Place [ABSTRACT FROM AUTHOR]
What’s Your Language Strategy?

It should bind your company’s global talent management and vision.

by Tsedal Neeley and Robert Steven Kaplan
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