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Labours were not likely to work in other countries rather than home country in the past few decades. However, in today's view, people tend to shift their current workplace to another different workplace, especially from home country to foreign country. Therefore, international human resource management (IHRM) has been occurred after people want to work overseas. In IHRM more focuses on expatriate, who is working in foreign country. The expatriation in IHRM has three types, which are parent country nationals (PCNs) host country nationals (HCNs) and third country nationals (TCNs). Even though, in IHRM has three types of expatriate but this essay will only discuss on PCNs' issues when moving to foreign country. This essay will address about the issues of international human resource management that human resource manager needs to consider before sending a manager from Melbourne, Australia, to manage the subsidiary branch in Montreal, Canada or issues of relocation a manager from Melbourne to Montreal and this essay will also discuss about the employment relations' issues will influence to his/her working life of relocation in Montreal.

Firstly, this essay will mention about relocation issues. Shifting workplace from home country to foreign country is the big chance to challenge in the work-life and what most of employers or managers want to be. However, there has plenty of issues need to discuss about expatriate such as family issues including spouse employment and language. Family is one of the main issues needed to concern about because family is the strongest support while they need helps or whether accept or reject the assignment. Furthermore, family concerns also affect to the decision making whether should get the assignment or not (Haslberger 2011). Similarly, according to Fischlmayr & Kollinger (2010) pointed out that negative impact on expatriates' daily activities and might not complete the assignment because of family conflict. Hence, family issue is importance that human resource manager should looking at because family always stands behind the expatriates. Moreover, spouse employment is also counted in family issues. Haslberger (2011) cited in Bhaskar-Shrinivas et al. (2005) that spouse adaptation is one of the problems that it has strongly correlation to expatriate adjustment. Similarly, the argument between expatriate managers and their partners can be happened by the unfamiliarly and loneliness with the environment surround them (Gupta, Banerjee & Gaur 2012). Hence, it is better to look at spouses' carrier in Montreal before expatriate their partners to work there to ensure the expatriates do not have any problems or argument with their spouses and it also lead to expatriate more focus on their assignments.

Language barrier can be a problem in the relocation issues as well. Cree language is the most popular and have been used by plenty of people in Canada and in many its states (Westman & Scheryer, 2014). The same authors also mentioned that 99,950 people speak Cree on the federal census and approximately 79 per cent of 99,950 learnt Cree language as their mother tongue. Communication with different languages is very hard to understand each other; and they might need a translator to help them for understanding what the others have said. Similarly, even people use Cree language as their mother tongue, they have struggled with making a quick translation from Cree to English (McKay, 2013). Therefore, from HRM perspective, HR manager should train or giving them a short language course which is Cree language to the employees who are expatriate to Montreal in order to help them more continence on communicate with people in Montreal, Canada. Besides the problems that this essay has written above, there has several issues that HR manager should aware before expatriate their employees. Those matters are the accommodation (for the family if they go with him/her), the weather (winter in Canada is longer than Australia), immigration (visa) and school of children (the employees might have their children go abroad with them so the children need to go to school).

Secondly, employment relations (ERs) or industrial relations issues also need to be though when sending expatriate from Melbourne to Montreal that will impact on their working life. Employment relations can be defined in different ways. ERs mean the understanding of the employment relationship's nature, the nature of work (direct control of employer) and ER influences the parties' power within the relationship (Spooner & Haidar, 2006). In ER have three major parties such as union, employment association and government or employer. This essay will also discuss about centralize and decentralize. Union plays an important role in Australia in order to protect the employees when they have troubles at their workplace. In addition, Union movement is strong in Australia (Kidd & Shannon, 1996). For instance, when the employees do not get pay satisfaction or do not get minimum wage, they go to talk with their union, which they have joined with, and tell the union about their problems then the union will talk with employees' manager or employees' organization to solve the problems. However, union in Canada is not stronger as Australia does. Because of this reason, USA brought unions to Canada and the US international unions carried its attitudes into Canada (Patmore, 2016). The union between Australia and Canada, which is influenced by US international union, are different. The important different between Australia and Canada

is the presence of a labour party, and a labour party in US has been failure (Patmore, 2016). Similarly, a labour party in Canada also get failure because US influences Canada union.

It is normal that people adapt with what they are doing everyday. Likewise, Australian union is high centralization (Kidd & Shannon, 1996), which means employees have no empower to make decision. So, workers in Australia have to join the union regarding to protect their rights like getting a minimum wages, working hours and awards system. In this case, workers just need to talk with the union about the problems and the unions will find the solution for them from the managers or organization but it just takes much time to get the response to the workers. On the other hand, union system in Canada is different from Australian union. In Canada, union is characterized as a highly decentralized system (Kidd & Shannon, 1996). Decentralized wants people to make decision rather than just ask the union to get help. In fact, two-thirds of the Canadian workers do not join the union (Kidd & Shannon, 1996). Talking about wage determined, for instance, employees have right to bargain their wage with the employer (directly) and the employees get the respond quickly. This system happens to most troubles by just get the individual talk with employer to find out the solutions because in Canada, union does not play any important role which means union in Canada has no power to bargain with the employer or organization. Beside the two issues that this essay has mentioned in industrial relation issues, there still has some points that HR manager should think in Canada has ten provinces and six states in Australia, politics like liberal and international market (it is stable in Canada but in Australia does not).

Expatriate from Melbourne, Australia, to Montreal, Canada, is good benefit, good chance to get challenge in the worldwide for the expatriate. Relocation issues such as family, spouse carrier and language need to be thought as well as industrial relation issues like the three major parties and the organizational context (centralized and decentralized). The recommendation to the HR manager will be given. For relocation issues, HR manager or HR department should talk to the expatriate's family when they do not want the expatriate accepts the assignment like giving the reasons. For spouse carrier, HR department should find several jobs which are eligible to the expatriate's partner. For language issue, HR department should have a language class (language that mostly use in Canada and it is short course class) to train them in order to communication with people over there easily. For the employment

relation issue, in Canada organizational context is decentralized so HR department should have a course to teach them how to bargain or solving the solutions.

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