INTERNATIONAL HUMAN RESOURCE MANAGEMENT : GLOBAL WORKFORCE PLANNING AND DEVELOPMENT

DR. SRI SUNDARI, S.E., M.M

INTERNATIONAL HUMAN RESOURCE MANAGEMENT: GLOBAL WORKFORCE PLANNING AND DEVELOPMENT

Dr. Sri Sundari, S.E., M.M.

INTERNATIONAL HUMAN RESOURCE MANAGEMENT: GLOBAL WORKFORCE PLANNING AND DEVELOPMENT

FOREWORD

In an increasingly interconnected world, where borders are traversed effortlessly by technology and communication, the realm of human resource management has undergone a profound transformation. The advent of globalization has not only expanded the horizons of business but has also necessitated a reevaluation of how organizations manage their most valuable asset—their people.

"International Human Resource Management: Global Workforce Planning and Development" delves into the intricacies of navigating the complexities of managing a global workforce in today's dynamic business landscape. This book encapsulates a comprehensive exploration of the principles, strategies, and practices that underpin effective international human resource management (IHRM).

As we embark on this journey through the realms of IHRM, it is crucial to recognize the multifaceted challenges and opportunities that characterize the global workforce arena. From cultural diversity and cross-border talent acquisition to talent retention and development strategies, the contours of IHRM are as diverse as the global workforce it serves.

The chapters in this book are meticulously crafted to provide a holistic understanding of IHRM, beginning with an overview of its evolution and theoretical foundations. Subsequently, the discourse delves into the nuances of global workforce planning, emphasizing the strategic alignment of HRM practices with organizational objectives on a global scale.

One of the central themes explored in this book is the integration of talent development strategies within the framework of IHRM. In an era where talent has emerged as a critical differentiator for organizations, the chapters dedicated to talent management strategies, learning and development initiatives, and career progression pathways offer invaluable insights for HR professionals and organizational leaders alike.

Furthermore, "International Human Resource Management" sheds light on the contemporary challenges faced by HRM practitioners in managing global teams, navigating cultural complexities, and fostering an inclusive organizational culture that celebrates diversity and harnesses the collective potential of a global workforce.

The narrative presented in this book is enriched with real-world case studies, best practices from leading organizations, and scholarly research, offering a blend of theoretical underpinnings and practical wisdom. Each chapter culminates in actionable takeaways and thought-provoking discussions, encouraging readers to reflect on their own organizational contexts and apply the principles of IHRM in a manner that fosters sustainable growth and global competitiveness.

In conclusion, "International Human Resource Management: Global Workforce Planning and Development" is not just a scholarly exploration of IHRM; it is a guidebook for HR professionals, academics, and organizational leaders navigating the complexities of managing a diverse and dynamic global workforce. As we embark on this intellectual odyssey, may this book serve as a beacon of knowledge and a catalyst for transformative HRM practices in an increasingly globalized world.

Jakarta, March 2024

CONTENT OF TABLE

CHAPTER 1
INTERNATIONAL HUMAN RESOURCE SCOPE

Before delving into the comprehensive study of international human resources, the author of this book will discuss the scope of International Human Resource Management (IHRM) comprehensively. International Human Resource Management (IHRM) is an important discipline in the context of economic globalization and interconnectivity between nations. In an era where businesses are no longer confined by geographical boundaries, companies worldwide face unique challenges and opportunities related to managing human resources internationally. The urgency of studying the scope of IHRM is highly relevant and crucial, especially due to the following phenomena:

1. **Multiculturalism Challenges.** In a global work environment, companies must deal with cultural diversity, languages, and differing social norms. Effectively managing this diversity is key to achieving harmony and optimal performance among international teams.

2. **International Talent Recruitment and Retention.** Global companies often need to recruit talent from various countries to meet their operational needs. Understanding how to attract and retain valuable international talents is crucial in maintaining competitive advantages.

3. **Adaptation to International Regulations and Policies.** Each country has different labor regulations, including labor laws, workers' rights, and tax regulations. Knowing how to operate within different legal frameworks in each country is essential to prevent legal issues and reputational risks that can hinder business operations.

4. **Global Performance Management.** Evaluating the performance of employees from various countries with consistent and fair standards is a unique challenge in IHRM. Developing performance management systems that consider cultural contexts and diverse work environments is key to achieving organizational objectives effectively.

5. **Cross-Cultural Strategic Alignment.** Strategic human resource management at a global level requires alignment between organizational goals and the needs of employees from diverse cultural backgrounds. Compensation strategies, career development, and conflict management must be comprehensively considered to achieve long-term success.

CHAPTER 2
GLOBAL ENVIRONMENTAL
ANALYSIS FOR WORKFORCE PLANNING

After comprehensively understanding the scope of IHRM, in this chapter, the author will discuss Global Environmental Analysis for Workforce Planning. We need to study Global Environmental Analysis for Workforce Planning because changes in the global environment have a significant impact on the current work landscape. By understanding external factors influencing organizations, we can plan effective and adaptive workforce strategies. Global Environmental Analysis helps us better understand global trends affecting organizational policies and labor market conditions.

Furthermore, Global Environmental Analysis helps us identify opportunities and challenges that may arise in the future. Knowing developments in global economics, technology, politics, and social aspects enables us to design appropriate and competitive workforce strategies. This helps organizations remain relevant and adaptable to ongoing changes in the business environment.

Additionally, Global Environmental Analysis assists in identifying the competencies and skills needed by the workforce in the future. Understanding global trends in technology and market needs allows us to plan training and development programs tailored to organizational requirements.

In a broader context, Global Environmental Analysis also helps us understand the impact of climate change and environmental sustainability on the workforce. By recognizing the importance of environmental preservation and sustainability, organizations can design environmentally friendly and sustainable work policies.

Through Global Environmental Analysis, we can also anticipate potential risks and crises in the future. Understanding external factors that can affect business sustainability allows us to plan effective risk mitigation strategies.

Furthermore, Global Environmental Analysis helps us understand global market dynamics and increasing competition. Knowing global market trends and customer needs enables organizations to plan more effective and targeted marketing and sales strategies.

CHAPTER 3
GLOBAL WORKFORCE PLANNING STRATEGY

In this chapter, the author will present a clear explanation of the Global Workforce Planning Strategy. Global workforce planning strategy is a critical topic that needs to be discussed due to its growing importance in today's globalized world. As businesses continue to expand internationally and operate in various countries, the need for a well-developed global workforce planning strategy becomes essential. This strategy involves identifying and developing the talent needed to achieve business goals across different markets, ensuring that the right people are in the right place at the right time.

One of the main reasons why global workforce planning strategy is urgent is because of the increasing competition in the global marketplace. Companies are constantly striving to gain a competitive edge over their rivals, and having a strong workforce is crucial in achieving this. By having a well-defined global workforce planning strategy, companies can ensure that they have the right talent in place to drive their business forward and stay ahead of the competition.

Furthermore, global workforce planning strategy is essential for companies looking to expand into new markets or regions. When entering a new market, companies need to consider factors such as cultural differences, language barriers, and local regulations. A well-developed global workforce planning strategy can help companies navigate these challenges by identifying the skill sets needed to succeed in a particular market and ensuring that they have the right talent in place to support their expansion efforts.

In addition, global workforce planning strategy is critical for managing a diverse workforce spread across different locations. With employees working remotely or stationed in various countries, companies need to have a cohesive strategy in place to ensure that all employees are aligned with the organization's goals and objectives. This includes developing communication channels, providing training and development opportunities, and fostering a sense of teamwork and collaboration among employees.

Moreover, global workforce planning strategy is vital for companies looking to drive innovation and creativity within their organization. With employees from diverse backgrounds and cultures, companies have the opportunity to leverage different perspectives and ideas to drive innovation and stay ahead of the curve. A well-developed global workforce planning

BIBLIOGRAPHY

Adler, N. J. (2002). International dimensions of organizational behavior. Cengage Learning.

Aguinis, H., & Glavas, A. (2019). On corporate social responsibility, sensemaking, and the search for meaningfulness through work. Journal of Management, 45(3), 1057-1086.

Arisandi, A., Kariasa, I., & Fitrawan, H. K. (2020). Pengaruh Sistem Informasi Sumber Daya Manusia Terhadap Pengelolaan Sumber Daya Manusia Pada Hotel X Di Bali. Jurnal Manajemen dan Bisnis, 20(2), 191-200.

Armstrong, M. (2014). Armstrong's Handbook of Human Resource Management Practice. London: Kogan Page Publishers.

Armstrong, M. (2017). Armstrong's Handbook of Human Resource Management Practice. Kogan Page Publishers.

Armstrong, M. (2017). Armstrong's Handbook of Human Resource Management Practice. London: Kogan Page.

Armstrong, M., & Taylor, S. (2014). Armstrong's handbook of human resource management practice. Kogan Page Publishers.

Armstrong, Michael. (2016). Armstrong's Handbook of Human Resource Management Practice. Kogan Page.

Armstrong, Michael. Armstrong's Handbook of Human Resource Management Practice. Kogan Page Publishers.

Army Doctrine Publication 6-22, Army Leadership and the Profession

ASEAN Secretariat. (2020). ASEAN Human Rights Declaration. Jakarta: ASEAN Secretariat.

Barney, Jay B., and William S. Hesterly. Strategic management and competitive advantage: Concepts and cases. Pearson Education, 2010.

Beardwell, I., Claydon, T., & Holden, L. (2004). Human resource management: A contemporary approach. Pearson Education.

Bellamy, Alex J., and Williams, Paul D. (2011). "Humanitarian Military Intervention: The Conditions for Success and Failure". Oxford University Press.

Bonanno, G. A., & Mancini, A. D. (2008). The human capacity to thrive in the face of potential trauma. Pediatrics, 121(2), 369-375.

Boyd, John. "A Discourse on Winning and Losing". Maxwell Air Force Base, AL: Air University Press, 1997.

Bratton, J., & Gold, J. (2017). Human resource management: theory and practice. Palgrave.

Bratton, John, & Gold, Jeffrey. (2017). Human Resource Management: Theory and Practice. Red Globe Press.

Bratton, John, and Gold, Jeffrey. Human Resource Management: Theory and Practice. Palgrave Macmillan.

Budiartha, I. W., Kawaru, W. A., & Misri, E. (2019). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Pada Koperasi Karyawan IPB. Jurnal Manajemen dan Agribisnis, 16(2), 118-126.

Cameron, K., & Quinn, R. (2011). Diagnosing and changing organizational culture: Based on the competing values framework. John Wiley & Sons.

Cameron, K., & Quinn, R. (2011). Diagnosing and changing organizational culture: Based on the competing values framework. John Wiley & Sons.

Cameron, Kim dan Robert E. Quinn, Diagnosing and Changing Organizational Culture: Based on the Competing Values Framework, San Francisco: Jossey-Bass, 2011.

Cameron, Kim S., and Robert E. Quinn. Diagnosing and changing organizational culture: Based on the competing values framework. John Wiley & Sons, 2011.

Cameron, Kim, and Robert E. Quinn. Diagnosing and changing organizational culture: Based on the competing values framework. John Wiley & Sons, 2011.

Carlock, Randel S., & Finkelstein, Sidney. (2010). Corporate Success of Private Ownership. London: Palgrave Macmillan.

Cascio, W. F. (2011). Managing human resources: Productivity, quality of work life, profits (9th ed.). New York, NY: McGraw-Hill.

Cascio, W. F. (2018). Managing human resources: Productivity, quality of work life, profits. McGraw-Hill Education.

Cascio, Wayne F., & Aguinis, Herman. (2004). Applied Psychology in Human Resource Management. Upper Saddle River, NJ: Prentice Hall.

Cascio, Wayne F., & Boudreau, John W. (2008). Investing in People: Financial Impact of Human Resource Initiative. Upper Saddle River, NJ: Financial Times/Prentice Hall.

Clark, A. (2018). Managing Defence Personnel: Challenges and Opportunities. Defence Ministry Publications.

Coram, Robert. "Boyd: The Fighter Pilot Who Changed the Art of War". Back Bay Books, 2002.

Cortez, Joseph. (2018). "Military Human Resource Management: Strategic Inputs". Routledge.

Coviello, Nicolai (Ed). (2019). "The Modern Military: Challenges and Opportunities in HR Management". Palgrave Macmillan.

Davenport, T. H., Harris, J., & Shapiro, J. (2010). Competing on talent analytics. Harvard Business Review, 88(10), 52-58.

David Halberstam. "The Best and the Brightest." Random House, 1972.

Deal, Terrence E., and Allan A. Kennedy. Corporate cultures: The rites and rituals of corporate life. Basic Books, 2000.

Dempsey, M. G., & Meyer, J. J. (2019). Mission Command: Soft Power and Classical Influence. Military Review, 99(1), 56-66.

Departemen Pertahanan Republik Indonesia, https://www.kemhan.go.id/

Departemen Pertahanan Republik Indonesia. (2020). Buku Putih Pertahanan Indonesia.

Dessler, G. (2009). Human resource management (11th ed.). New Jersey: Pearson.

Dessler, G. (2017). Human Resource Management. New Jersey: Pearson.

Dessler, G. (2017). Human Resource Management. Pearson.

Dessler, Gary. (2012). Human Resource Management. Upper Saddle River, NJ: Prentice Hall.

Dessler, Gary. Human Resource Management. Pearson Education.

Effendy, A. (2017). Pertahanan dan Keamanan Indonesia: Di Tengah Perkembangan Era Global. Jakarta: Gramedia Pustaka Utama.

Fauzi, A. (2018). Pengelolaan Sumber Daya Manusia dalam Konteks Pertahanan Negara. Jurnal Pertahanan dan Keamanan, 27(2), 145-160.

Feaver, Peter (2003). "Arming The Western Praetorian Guard: The Origins Of Nato's Forces For Unified Command". Unpublished manuscript, Duke University.

Flippo, E. B. (1984). Personnel management (5th ed.). New York, NY: McGraw-Hill.

Fox, D. M., & Lord, K. R. (2019). Multidomain Operations and Cyberpower. Joint Force Quarterly, (93), 90-97.

Garavan, T. N. (1991). Pengembangan sumber daya manusia strategis. Jurnal Pelatihan Industri Eropa, 15(1), 17-27.

Gary Chusape, "The Importance of Leadership Development in the Army", Journal of Military Ethics, Vol. 12, No. 3, 2013

Gatewood, R. D., Feild, H. S., & Barrick, M. R. (2015). Human resource selection. Nelson Education.

Goleman, D., Boyatzis, R., & McKee, A. (2013). Primal Leadership: Unleashing the Power of Emotional Intelligence. Harvard Business Press.

Guo, Chin-Hui. (2018). The Evolution of HRM Practices in Chinese Military Organizations: A Historical Perspective. Journal of Military Studies, 12(2), 89-105.

Handy, Charles, Understanding Organizations, London: Prentice Hall, 2015.

Heng, Derek. (2017). Military recruitment, national identity, and Singapore's national service experience. Citizenship Studies, 21(4), 472-487. doi:10.1080/13621025.2017.1325959

Hofstede, G. (2001). Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations. Sage.

Hofstede, G. (2001). Culture's consequences: Comparing values, behaviors, institutions, and organizations across nations. Sage.

Hofstede, G. (2001). Culture's Consequences: Comparing Values, Behaviors, Institutions, and Organizations Across Nations. SAGE Publications.

International Civil Aviation Organization (ICAO) (2013) Safety Management Manual (SMM)., ISBN 97892-9231-864-0

International Committee of the Red Cross. (2017). International Humanitarian Law and the Challenges of Contemporary Armed Conflicts. Geneva: ICRC Publications.

John A. Nagl. "Learning to Eat Soup with a Knife: Counterinsurgency Lessons from Malaya and Vietnam." University of Chicago Press, 2005.

John Allen, "Army Leader Development Strategy: The Time is Now", Military Review, Vol. 97, No. 4, 2017.

John P. Kotter dan James L. Heskett, Corporate Culture and Performance, New York: The Free Press, 1992.

Johnston, Alastair Iain (2008). "Social States: China in International Institutions, 1980-2000". Princeton University Press.

Jones, A. (2018). Human Resources Management in the Armed Forces: A Comparative Assessment. Routledge.

Jones, L., & Smith, K. (2018). The Role of the Military in Human Rights Protection: A Handbook for Armed Forces. London: Palgrave Macmillan.

Jurnalis, A., (2019), "The Importance of Military Culture in National Defense and Security"

Kaldor, Mary & Mladić, Maja. (2018). "Old Wars New Wars: The Globalization of Armed Conflict". Stanford University Press.

Kavanagh, M. J., & Thite, M. (2009). Human Resource Information Systems: Basics, Applications, and Future Directions. Thousand Oaks, CA: SAGE Publications.

Kementerian Pertahanan Republik Indonesia, (2020), "Pedoman Pembinaan Sumber Daya Manusia Pertahanan"

Kotter, John P., and James L. Heskett. Corporate culture and performance. Simon and Schuster, 1992.

Kotter, John P., and James L. Heskett. Corporate culture and performance. Simon and Schuster, 2012.

Krick, T., & Hilgenberg, A. (2016). Military Workforce Management during Organizational Transformation: A Study of Military Human Resource Management in the Russian Ground Forces. NATO Defense College Research Paper, 129.

Kuncoro, M. (2016). Manajemen Sumber Daya Manusia: Teori dan Praktik. Yogyakarta: UPP STIM YKPN.

Laksamana, Shangari. (2018). The Socio-Political Implications of NS50 In Singapore: Navigating Between Citizenship and Military Obligations. The Journal of Comparative Asian Development, 17(1), 89-118. doi:10.5119/jcad.2017.17.1.89

Lawler, E. E., Levenson, A., & Boudreau, J. W. (2004). HR metrics and analytics: Use and impact. Human Resource Management, 43(1), 83-94.

Liang Yan, Li Guomin, & Zhu Jiajie. (2020). HR Practices in Chinese Military Organizations: Contextualization and Localization. Journal of Chinese Human Resource Management, 4(1), 57-74.

Locke, E. A. (1970). Guidelines for personnel research. In: Dunnette, M. D. (Ed.), Handbook of industrial and organizational psychology (pp. 1257-1320). Chicago, IL: Rand McNally.

Marquardt, M. J. (1999). Pembelajaran tindakan dalam tindakan: Mengubah masalah dan orang-orang untuk pembelajaran organisasi kelas dunia. Penerbitan Davies-Black.

Martin, G., & Reddington, M. (2007). Armies of the young: Child soldiers in war and terrorism. Rutgers University Press.

Mathis, Robert, L., & Jackson, John H. (2019). Human Resource Management. Cengage Learning.

Maull, Roger, Exploring Culture Change, Leadership & Strategy at Procter & Gamble, Journal of Manufacturing Technology Management, 2019.

Mihai, L., & Drucker, S. (2017). Enhancing the role of ethics in the defense industry. Journal of Military Ethics, 16(3-4), 215-232.

Mulyati, D. (2019). Sumber Daya Manusia dalam Pertahanan Negara. Yogyakarta: Gadjah Mada University Press.

Nadler, L. (1984). Mengembangkan Sumber Daya Manusia. Jossey-Bass.

Naithani, R. (2008). Kartu Skor HRD 2500. Publikasi Global India.

Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2017). Human resource management: Gaining a competitive advantage. New York: McGraw-Hill Education.

Northouse, P. G. (2018). Leadership Theory and Practice. Sage Publications.

Paulin, G. D., & Ferguson, M. (2015). The use and abuse of HR metrics and analytics: Why numerical benchmarks are not the answer. Human Resource Management Journal, 25(1), 41-55.

Peraturan Pemerintah Republik Indonesia Nomor 3 Tahun 2017 Tentang Penggajian Prajurit Tentara Nasional Indonesia

Peter Feaver and Richard H. Kohn. "Soldier and Statesman: The Figure of General George C. Marshall." Harvard University Press, 2005.

Purnamasari, Dewi dan Saribudak. (2020). Pengaruh Pelatihan Terhadap Kinerja Karyawan PT. XYZ di Bogor. Jurnal Manajemen dan Kewirausahaan, 10(2), 83-92.

Ramlawati, Dana. (2016). Pendidikan dan Pelatihan Sumber Daya Manusia. Bandung: PT. Remaja Rosdakarya.

Reason, J. (2008). The human contribution: unsafe acts, accidents, and heroic recoveries. CRC press.

Reed, L. (2019). Human Resources Management in Defence: An Introduction. National Defence University Press.

Richards, Chet. "Certain to Win: The Strategy of John Boyd, Applied to Business". Xlibris Corporation, 2004.

Robert M. Gates. "From the Shadows: The Ultimate Insider's Story of Five Presidents and How They Won the Cold War." Simon & Schuster, 1996.

Safia, A., & Naqvi, H. M. (2020). The Role of Human Resource Management in the Defense Sector. Journal of Military Studies, 4(2), 145-160.

Sauter, W. (2009). Essentials of Human Resource Management. John Wiley & Sons.

Schein, E. (2010). Organizational Culture and Leadership. John Wiley & Sons.

Schein, E. H. (2010). Organizational culture and leadership. John Wiley & Sons.

Schein, E.H. (2010). Organizational Culture and Leadership. John Wiley & Sons.

Schein, Edgar H. Organizational culture and leadership. John Wiley & Sons, 2010.

Schein, Edgar H. Organizational culture and leadership. John Wiley & Sons, 2010.

Shields, G. S., & Bonanno, G. A. (2016). Stress and Coping in the Aftermath of Trauma: Implications for Resilience and Psychopathology. In Handbook of Psychophysiology (pp. 787-811). Cambridge University Press.

Simamora, Henry. (2012). Manajemen Sumber Daya Manusia. Yogyakarta: STIA-LAN.

Smith, J. (2020). The Role of Human Resources in National Defence. International Journal of Defence Studies, vol. 15(2), pp. 45-56.

Smith, J. R., & Williams, M. A. (2018). Cybersecurity and Critical Infrastructure Protection: A Multidomain Approach. Military Cyber Affairs, 3(1), 78-92.

Snell, S., Morris, S., & Bohlander, G. (2015). Managing Human Resources. Cengage Learning.

Society for Human Resource Management. (2020). Military HR: The Strategic Advantage. Alexandria, VA: SHRM Publications.

Soedijono, S. (2020). Ancaman Militer Konvensional dan Tidak Konvensional: Tinjauan Komprehensif. Buletin Pertahanan Nusantara, 15(1), 23-38.

Stone, R. J., & Stone, D. L. (2015). Human Resource Management. Milton: John Wiley & Sons.

Stone, Raymond J. Human Resource Management. John Wiley & Sons.

Supriadi, B. (2019). Manajemen SDM Pertahanan: Pengembangan dan Pemberdayaan Personel Militer. Jakarta: Penerbit Bina Cipta.

Sutiyono, A., Susanto, D., & Antonius. (2018). Pengertian, Dasar Hukum, dan Macam-Macam Ancaman Terhadap NKRI. Jakarta: PT Prestasi Pustakarya.

Tan, J. (2015). The Singapore Armed Forces and Military Professionals: Building the Right Fit. Handbook of Civil-Military Relations. doi:10.1057/9781137348663_6

Thoha, M. (2016). Manajemen Sumber Daya Manusia. Jakarta: RajaGrafindo Persada.

Thompson, M., (2016), "Military Culture: A Dynamic Force in Strategic Relationships"

Trompenaars, F., & Hampden-Turner, C. (2012). Riding the waves of culture: Understanding diversity in global business. Nicholas Brealey Publishing.

U.S. Army Center for the Army Profession and Ethic, https://cape.army.mil/

U.S. Department of Defense. (2019). Human Resources Strategic Plan FY2019-2023. Washington, D.C.: U.S. Government Printing Office.

Ulrich, D., Younger, J., & Brockbank, W. (2012). HR from the outside in: Six competencies for the future of human resources. McGraw Hill Professional.

Undang-Undang Republik Indonesia Nomor 34 Tahun 2004 Tentang Tentara Nasional Indonesia

United States Department of Defense. (2016). Report on the Readiness and Resilience Optinmization (R2O) Initiative. Washington, DC: Government Printing Office.

United States, Department of the Army. (2011). Army Doctrine Publication 6-0 Mission Command. Washington, D.C.: Government Printing Office.

Velazquez, B., Rosasa, J., & Jansson, B. (2017). The impact of corporate ethical values and enforcement of ethical codes on the perceived importance of ethics in business: A comparison of U.S. and Spanish executives. Journal of Business Ethics, 142(3), 391-407.

Wibowo, Fajar. (2018). Manajemen Sumber Daya Manusia. Jakarta: PT. RajaGrafindo Persada.

Yukl, G. (2013). Leadership in Organizations. Pearson Education.

Zürn, Michael & Schimmelfennig, Frank. (Ed). (2020). "Global Governance: Why What Where How". Cambridge University Press.

WRITER BIOGRAPHY

Dr. Sri Sundari, S.E., M.M.

Writer is a woman born in Jakarta on May 8, 1965, and follows the Islamic faith. She is married to DRS. EKSINUGROHO HP., M.M., and has been blessed with 2 sons and 1 daughter. Currently holding the rank of Brigadier General in the Indonesian National Army (TNI), which was conferred on March 29, 2023, in the Indonesian Army (TNI AD). She is actively engaged as a permanent lecturer at the Indonesian Defense University, serving as the Deputy Dean for Finance and General Affairs in the Faculty of Defense Management.

Dr. Sri Sundari pursued her formal education with a Bachelor's degree in Management Economics in 2003 from STIE Pengembangan Bisnis dan Manajemen, followed by a Master's degree in Marketing Management in 2006 from Sekolah Tinggi Ilmu Ekonomi Kampus Ungu, and a Doctorate in Management Science and Human Resource Management (MSDM) in 2015 from Universitas Negeri Jakarta. She has been involved in assignments in Thailand, Bangkok in 2017 as part of her duties for the Tridharma Perguruan Tinggi at the Indonesian Defense University and in Australia in 2018 for an Overseas Study Program.

Dr. Sri Sundari actively participates in various training programs and seminars, including Certification Training for Government Goods and Services (2009), National Defense System for Grade IV and III Officials (2009), Jakhanneg Handling Separatism (2009), Strengthening the Integrated Triad (2011), Arf Direx (2011), National Defense System for Grade IV Officials (2011), Indonesian Human Resources Center (2012), Implementation of International Humanitarian Law (2012), Dissemination of Ranhan Indhan Seminar (2012), Grade III and IV Renprogar Management (2012), Indonesian Librarians Association (LPI) Seminar (2017-2018), Digital Library Conference Indonesia (KPDI) Seminar (2017-2018), and Library Management (Head Librarian) (2018).

Dr. SRI SUNDARI, S.E., M.M

INTERNATIONAL HUMAN RESOURCE MANAGEMENT : GLOBAL WORKFORCE PLANNING AND DEVELOPMENT

International Human Resource Scope

Global Environmental Analysis for Workforce Planning

Global Workforce Planning Strategy