***Task Overview:****Drawing on IHRM concepts and theory examined in this course, this assessment requires students to evaluate contemporary IHRM challenges global HR executives face in managing human capital in both domestic and globalised contexts*

*In some countries trade, unions, and employment relations laws can either constrain or benefit HR practices in overseas offices. For instance, Dowling et al (2017) highlight a major challenge for MNEs in respect to the reaction of Home Country consumers to allegations of unfair employment practices, poor consumer practices and financial breaches, etc even if these generate little or no reaction from consumers living in the Host Country.*

*The Global HR Director of Ceutical has asked you to carry out further research and provide a 2,000-word report discussing the Industrial or Employment Relations characteristics (e.g. employers, trade unions, employment laws) of* ***Poland*** *and critically discuss the merits of introducing a Global Code of HRM Conduct.*

***Instructions***

***Country of choosing****: Poland*

*1.   Carry out further research to discuss the key Industrial or Employment Relations characteristics (employers, unions, and the role of the government including relevant labour laws) for POLAND.*

*2.  Drawing on IHRM theory and contemporary literature examined in this course outline the impact the Industrial or Employment Relations practices may have on the way Ceutical conducts its HR activities/functions/structure.*

*3.  Critically discuss the merits of a ‘Global Code of HRM Conduct’ and confirm whether Ceutical would be well advised to implement a Global Code of Conduct approach.*

***Report structure***

*·         The report format should have:*

*Introduction, section headings, and a conclusion.*

*A* ***minimum of 8 academic sources****are required and these are not included in the word count.  Academic sources are books as well as peer-reviewed articles found in reputable industry journals.*