



Prifysgol Cymru
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University of Wales
Trinity Saint David

Program Name: MBA

Module Name: Human Capital Management

Module Code: LCMB7023

Title: The influence of national and international labour markets on HRM and IHRM strategies.

Assessment-1: Individual Report

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Submission deadline: Friday 14th November 2025 by 2pm

Executive Summary

The report objectives is to study about the impact of national and international labour markets on HRM and IHRM techniques. Remote working and virtual collaboration are other dynamics that HR professionals have to deal with as organisations are more connected globally. HRM are the practises and policies that are aimed at managing employees in a given National context. In contrast, IHRM involves the management of employees in multiple countries and countries across various cultures and addresses the complexities of a global workforce.

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Introduction

The labour market has been subject to monumental changes over the past years, owing to a number of major factors. As businesses look to be competitive and agile in an ever more complex world, HRM and IHRM must adapt to new demands and challenges. This report examines how changes in the economy, demography, and geopolitical conditions together with long-standing skills gaps caused by technology are transforming labour markets and the strategies that HRM and IHRM must develop to adapt to these changes. Additionally, this report comprises of reflective analysis on my own preparedness to operate in an international context, reflecting by myself preparedness in phrases of technology, verbal exchange, teamwork, leadership and self-directed gaining knowledge.

1. How are technological advancements reshaping labour markets and what implications does this have for HRM and IHRM strategies?

Technological Improvements and Labour Market Change

Technological changes, especially the improvements in artificial intelligence (AI), Automation, and virtual systems, are remodelling the labour markets worldwide. AI and machine learning have already started automating routine and repetitive tasks in different industries, such as finance, retail, and customer service. For example, AI-driven chat-bots are now being brought into the fields of customer service, which reduces the requirement for human agents to a considerable level. Similarly, in industries such as manufacturing, automation technologies have eliminated manual labour for tasks such as assembly line work, which has helped to lower costs and make the process more efficient (Brynjolfsson & McAfee, 2014).

Moreover, the digital platforms have affected how business works by offering remote working, giving birth to the gig economy. The arrival of the pandemic of Covid-19 fast-tracked this change, when millions of workers switched to remote work, and the pandemic's dependence on tools such as Zoom, Microsoft Teams, and slack for communicating and collaborating has become the new norm. This shift has resulted in the globalisation of the labour market as companies are now able to be hired from anywhere in the world, this trend has been especially beneficial for companies in the UK as business has taken advantage of offshore talent pools in countries such as India and the Philippines, as cost-effective solutions (Friedman, 2014).



Figure: technological Chamorro-Premuzic et al., 2019).

Implications for HRM Strategies

For HRM, these technological advancements means that businesses would have to reconsider the way that they do their business regarding recruitment, retention and management of employees. UK-based companies like Unilever and HSBC have already adopted AI-powered recruitment processes to optimise their hiring functions so that the HR departments may concentrate further on strategic work (Chamorro-Premuzic et al., 2019).

In response to these changes, HRM must pay attention to developing digital skills and need to modify training programmes to cope with the technological advancements. Employees need to be equipped with new skills, especially in data science, cybersecurity, and digital communication, in order to stay competitive in the workforce. For example, UK outsourcing company Capita has invested in its Digital Academy to upskill their workforce in particular in the areas of AI and data analytics to ensure that they are equipped to face the digital future (Capita, 2020).

Furthermore, HRM need to address the issue of remote work, it is important for HRM to ensure that employees are engaged, productive. Barclays UK for instance has integrated some digital tools in remote work, which aids employees in sustaining their productivity levels even though they are working from home (Barclays, 2020).



Figure: HRM Strategies (Mayer, 2020).

Implications for IHRM Strategies

For IHRM, technological advancements have even more significant implications, for companies have to manage employees from varied cultural and geographical backgrounds. IHRM strategies must be focused on using digital tools to manage a global workforce. Cloud-based Human Resource (HR) platforms such as Workday and SAP Success Factors allow IHRM departments to manage employee data, track performance and ensure that their employees comply with local labour laws in multiple countries (Mayer, 2020).

The emergence of remote work and the acrylic global talent pools also imply that IHRM will have to develop a strategy for managing cross-cultural teams and encouraging collaboration among employees from diverse backgrounds. This means that IHRM professionals must be skilled in cultural differences because communication styles, work ethics and expectations are entirely different from country to country. For instance, Barclays, a bank based in the United Kingdom, has introduced cross-cultural training initiatives so that employees can know and learn how to work with other individuals from different regions (Barclays, 2020).

Moreover, IHRM also has to deal with the challenges of talent mobility and global workforce management, as to ensure that employees have the necessary tools and support in order to work beyond borders. As businesses grow on a global scale, IHRM will be an important part in the management of expatriates, understanding of international labour laws, and adherence to tax and immigration laws (Scullion & Collings, 2011).

2. The key demographic and geopolitical factors influencing employment markets today, and how do they create challenges for HR professionals?

Demographic Factors

Aging Population

The ageing population is one of the demographic changes occurring in the world, especially among the developed nations. In the UK, to take an example, the number of people with an age of 65 and above is growing very fast. The United Nations (2019) predicts that the world population of older people is set to increase by over 2 times in 2050, to 2.1 billion.

Workforce Diversity

The workforce is increasingly becoming more diverse with regard to gender, ethnicity and nationality. Immigration further increases this trend in other countries such as the UK where the multicultural workforce has been enabled due to immigration. It offers opportunities and challenges to the management of this diversity within the HR. On the one hand, with the help of different teams, innovation, creativity, and more points of view may contribute to it.

Generational Shifts

There is also a shift in the generational make up of workforce where Millennials and generation Z are joining the workforce whereby the Baby Boomers are retiring. Different generation has different work related expectations and values. Indicatively, Millennials and Gen Z will tend to focus more on work-life balance, flexibility, and meaningful work and less on such factors as job security and conventional career paths compared with Baby Boomers.

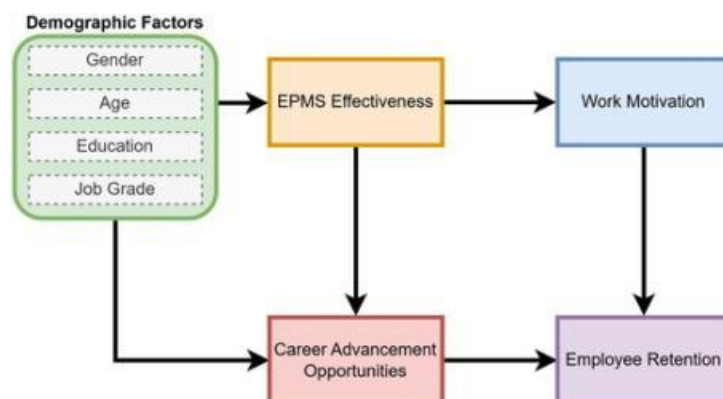


Figure: Demographic Factors (Mayer, 2020).

Geopolitical Factors

Globalisation and Mobility of Talents.

Globalisation has resulted in high rates of talent mobility whereby employees are now able to cross borders and in the pursuit of opportunities in such a manner that was not experienced before. This has rendered the issue of talent acquisition to be a competitive environment. Also, geopolitics such as Brexit have led to the difficulty in the movement of people hence reducing the population of employees in certain countries (and mostly in UK)

Civil wars and economic problems.

Instances of instabilities in the geopolitics like all through the route of the nearby conflicts alternate of the ruling regime or maybe economic earthquakes will have a direct effect to the labour markets. The reality of the matter is that the impact of political instability in some components of the arena such the centre East and components of Africa has resulted in the migration glide, that is tricky no longer only to the displaced humans however also to the nations that receive them (European Commission, 2020).

Labour deliver rules and Immigration regulations.

different very imperative in remodelling labour markets are the immigration guidelines which might be concern to change to satisfy the pursuits of politics. An additional task attributable to tightening the immigration regulations in international locations like US, UK and Australia that could be stalling access to the sector intelligence pool and as a result exacerbate the difficulty of competencies scarcity.

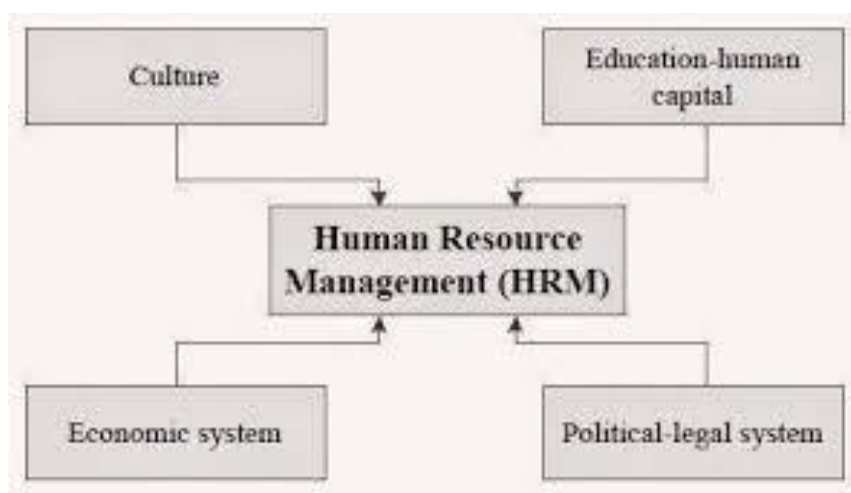


Figure: Geopolitical Factors (Mayer, 2020).

Problems associated with HR Professionals.

These demographic and geopolitical changes are big challenges to the HR professionals. The task here is to make organisations hire, keep, and cultivate the diverse and skilled group of workers and struggle through the mazes of ageing population, generation gap, and immigration laws. The HR departments should also develop inclusive policies that incorporate the needs of a diverse employee base whilst at the same time being aware of the national and international labour laws.

Remote working and virtual collaboration are other dynamics that HR professionals have to deal with as organisations are more connected globally. This necessitates changing the management practises to promote cross-cultural and virtual team communication and productivity. The HR must create an organisational culture that embraces diversity, inclusivity and flexibility and at a time remain focused on the organisational goals and performance outcomes.



Figure: Factors (Mayer, 2020).

3. How can organisations address persistent skills gaps and talent shortages in critical sectors through strategic HRM?

Identifying Critical Sectors

Technology

Certain industries, specifically technology, health, and hospitality are facing chronic skills gaps and talent shortages. In the UK, there is a massive shortage of talented individuals in the tech industry with skills in areas including cybersecurity, software development, and data science. According to a report by the European Commission (2020), the UK has a shortage of more than 500,000 IT professionals, and this earning is projected to widen in the coming years as technology keeps on evolving (European Commission, 2020).

Healthcare

Similarly, the healthcare sector of the UK is struggling to cope with a shortage of doctors, nurses and other healthcare professionals. The challenge of the NHS has been recruiting a sufficient number of workers, particularly in rural areas and specialist areas. HR professionals need to find the means to deal with this shortage by making a better recruitment, retention and training effort (NHS, 2020).

Hospitality

In the hospitality sector, UK businesses such as Restaurant Group (which owns Wagamama) have experienced great difficulty in filling vacancies. Many of these issues have been worsened by the effects of Brexit, which constrained supply of migrant workers that typically fill positions in kitchens and customer service (Restaurant Group, 2020).

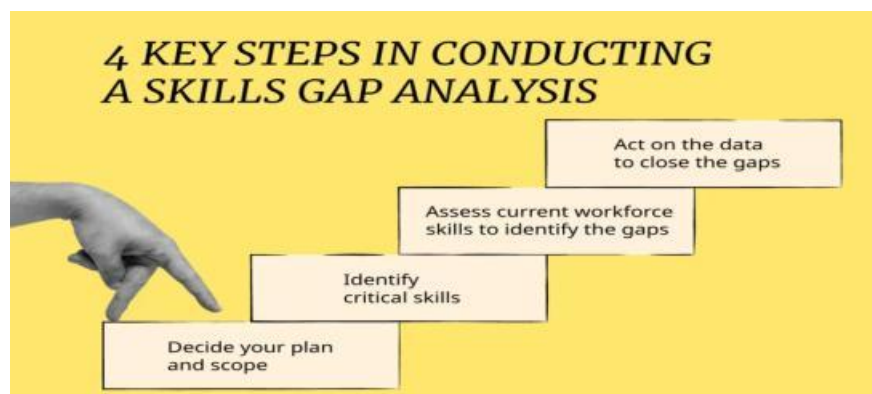


Figure: skills gaps (Capita, 2020).

Strategic HRM's Response to Skills Gaps

To solve these ongoing skills gaps and talent shortage, HR professionals need to implement strategic HRM initiatives focused on reskilling and upskilling the existing workforce. For example, US-based outsourcing group, Capita, has been investing in upskilling their workforce to close the digital skills gap (Capita, 2020).

In the healthcare industry, the National Health Service has taken up a number of initiatives to overcome workforce shortages. For example, the NHS Long Term Plan includes the focus on increasing the number of training places on doctors and nurses as well as financial inducements for professionals to work in underserved areas (NHS, 2020).

For the hospitality sector, HR individuals can partner with vocational training facilities to ensure that employees have the necessary skills to be successful. The British Hospitality Association (BHA) has introduced several initiatives that are going to help elevate the training and development of workers in the hospitality industry (British Hospitality Association, 2020).

Moreover, HRM also needs to be concerned with maintaining the talent by providing career development opportunities suited to the aspirations of employees. Corporations such as Google UK and Microsoft UK have a history of being strong advocates for the development of their employees, with extensive learning and development options, mentorship and opportunities for employees to take on new roles within the company (Google, 2020).



Figure: skills gaps (Capita, 2020).

4. Reflective Report on Preparedness for Working in an International Context

Technology

In today's world of globalised working, competence in technology is essential to be successful. I have gained a good knowledge of digital tools i.e. MS Office Suite, Google workspace, various HR software tools like SAP, Workday etc. However, to further upgrade myself, I plan to be better in handling advanced technology together with AI-powered recruitment tools, performance management structures, and HR analytics systems. These technologies will play an integral part in managing a global workforce efficiently while being able to make data-driven HR decisions (Chamorro-Premuzic et al., 2019).

Communication

In order to achieve proficiency, I must reflect on my degree of confidence in my ability to speak the language of business communication English clearly and professionally in my daily life, but I am also aware that working in an international field entails more than just being able to speak and (inter)act in the language. It requires understanding cultural nuances, communication styles and etiquette that are different by region (Friedman, 2014).



Figure: Working in an International Context (Gartner, 2020).

Teamwork

I have experience of working in teams from different cultural backgrounds through university projects, as well as internships. My strength is open-mindedness and flexibility, however, I need to enhance my conflict resolution skills and learn more about remote team management, which is highly crucial now in a globalised workplace (Brynjolfsson & McAfee, 2014).

Leadership

I have developed my leadership skills through group projects and part-time jobs, but I need to develop my skills on how to manage teams working in multiple time zones and cultures. However, in order to improve, I will be looking for leadership training and mentorship from experienced leaders who have international human resources experience (Scullion & Collings, 2011).

Self-Directed Learning

With the changing scenario in HRM going so fast, learning continuously is the key to success. I actively keep myself updated about the HR trends in the world by attending webinars, reading articles related to HR and doing online courses. However, I do realise that there is still a need to develop my ability to learn self-directed and adapt rapidly to new technologies and methodologies (Deloitte, 2019).

Harnessing Strengths and Shoring Up Weaknesses

My strength is in my capacity to work in diverse teams and my pleasure with new technology. But, I must improve on my susceptible points in battle management and strengthening my understanding of past cultural leadership. To do that, I will actively searching for out mentorship, take part in leadership trainings and attention on developing my hostilities resolution skills through palms-on reviews (Gartner, 2020).

Conclusion

Technological innovations and both demographic shifts and ongoing skills gaps in key industries all pose challenges for HR professionals, but they also present opportunities for innovation and expansion. As HR professionals, we must continue to evolve and learn, adopt new technology, enhance our communication and leadership ability, and address the diverse needs of our global human resource. Reflecting on my own capabilities, I understand the

importance of constant self-improvement in preparing to have a successful HRM career internationally.

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