HUMAN RESOURCE OUTSOURCING: LESSON FROM MULTINATIONAL ENTERPRISES

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ABSTRACT

This paper examines the consequence of the organization internalization on the practice of human resource (HR) outsourcing among manufacturing organizations. The assumption is that HR outsourcing is perceived as an innovative practice and that multinational enterprise (MNEs) will employ this practice more than local organizations. The data was gathered from survey questionnaires of 232 manufacturing organizations. Of the sample, 113 organizations engaged with HR outsourcing, and 71 are MNEs that partially outsource their HR functions. The findings reveal that HR outsourcing among MNEs is used to a greater extent than local organizations. A significant difference is found in the extent of outsourcing payroll, benefits, training and recruitment between MNEs and in local organizations.

Keywords: outsourcing, human resource management, multinational corporations

ABSTRAK

Tujuan ini memeriksa konsekuensi organisasi internalisasi dalam praktik bagian outsourcing sumber daya manusia (SDM) dalam organisasi manufaktur. Asumsi awal yaitu bahwa SDM outsourcing dianggap sebagai praktik inovatif dan bahwa perusahaan multinasional akan memperkenalkan praktik ini lebih banyak daripada perusahaan lokal. Sebanyak 113 organisasi mencakup SDM outsourcing dan 71 di antaranya adalah perusahaan multinasional. Temuan tersebut menunjukkan bahwa SDM outsourcing di antara perusahaan multinasional lebih banyak dari perusahaan lokal. Perbedaan signifikan ditemukan dalam perpanjangan gaya outsourcing, benefits, training, dan rekrutmen antara perusahaan multinasional dan lokal.

Kata kunci: outsourcing, sumber daya manusia, perusahaan multinasional