

Strategic Global Human Resource Management Research in the 21st Century: A Reinforcement of the Mixed-Method Research Methodology

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Abstract

Global struggle is rapidly becoming the custom in which nearly all business organizations must strive in one fashion or another. The intricacy and value of strategic global human resource management (SGHRM) will last to compound in importance as globalization becomes the dominate form of business. Both experts and researchers maintain the contend with understanding the global occurrences and the ensuing impact on the entire human resource management system. Formerly, researchers' maintained research programmes utilizing Western-style theories and methods, which were predominantly quantitative, to travel occurrences that may now be unsuitable. These methods and theories regularly do not detention the 'fabric' of global occurrences that include complex communications of culture, institutions, societal norms and government regulations, among a few concerns. The mixed methods approach is planned to add the 'fabric' required, proving the depth and elasticity needed to discover the SGHRM matters. Mixed methods are a amalgamation of qualitative and quantitative methods that maintain methodological rigour as well as measures for reliability and validity. This paper explores the current methods, the reasons for their lack of success in describing the depth of the occurrences and why the mixed methods approach appears to be a greater method for research for the SGHRM field.

Keywords: Strategic global human resource management; globalization; mix-method research; global research issues.