

**Title:** Human Resource Management in the Construction Industry

**Subtitle:** Cultural Impact of Strategic Human Resource Management on Multinational Companies in The Construction Industry.

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**Purpose:** Human resource management (HRM) is a critical, at the same time a complex issue in construction industry. HRM is not the central issue of the construction industry, but it can influence other aspects such as budget, time and also will affect the final outcome of the construction projects. With internationalization of the construction industry, the HRM is more and more important. This study aims at improving the awareness of the cultural impact of the HRM and ascertains the most important factors that involved in cultural impacts of HRM. Based on the study, the researcher tried to give out some suggestions when dealing with the cultural impact of the HRM in multinational companies in the construction industry.

**Methodology:** The secondary research consists of a comprehensive literature review, which contains current related studies in this area. In this section, a brief review on the review of the construction industry, the organizational culture, the strategies to HRM in multinational companies such as person-environment fit being locally responsive etc. was carried out. The primary research has adopted the qualitative questionnaire. The questionnaire was sent out to seven experienced project managers, HR managers and engineers.

**Findings:** Human Resource plays a pivotal role in construction industry, especially in the current stage. With the internationalization, HRM is more and more necessary and important. The cultural impact of the HRM on multinational companies in the construction industry can be summed up as the language problem, safety regulations, pay roll, tax, etc. Language problem is the most outstanding problem which leads to communication break down in the work place. Additional recommendations: multinational construction companies should be flexible to the diversity of the employees; adjust the recruitment and selection, training program, compensation etc. to manage HR more efficiently, etc.

**Keywords:** Human resource management; multinational construction companies; cultural impact