

?1. It manages a globally mobile workforce, cross-cultural training, and global talent management. Global Integration: –The firm integrates its operations globally, aligning strategies, processes, and policies across all countries. –The HR function expands to support the licensing/franchising agreements, including managing contracts, training foreign partners, and ensuring compliance with local labor laws. –The HR function plays a crucial role in this stage, standardizing HR practices, managing global talent, and ensuring cultural integration across the organization. –The HR function is minimal, focused on managing the domestic workforce and potentially hiring a few people to handle international sales and logistics. Transnational Operation: – The firm ?operates as a truly global entity, with a highly integrated and coordinated structure. ?2. ?3.4. ?5.