

# **The impact of globalization on performance management: a case of manufacturing industries in Kenya**

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## **Abstract:**

Globalization represents the structural making of the world characterized by the free flow of technology, human and financial resources across national boundaries as well as the spread of information technology (IT) and mass media representing an ever-changing competitive business environment. Since the human factor is the key in the new era of globalization, the primary objective of this project was to present a framework for effective management of human resources (HR) as a response to the growing interaction of globalization and organizational performance. There is no single "best practice" to which organizations should aspire. Rather, it's evident that each organization has a distinctive HR system that represents core competencies required for the survival and sustainability for that particular organization. Chapter two examines the contribution that the existing literature can make to the understanding and knowledge of the subject. The researcher used descriptive research to attain data to test hypothesis or to answer questions concerning the current status of the subject in the study. Chapter three covered the findings of the study which discussed; skills and knowledge, education and training, effects of globalization, HRM challenges and organizational performance, measures of variables, impact of globalization, corporate governance, risk management, e-business, fraud, outsourcing and recruiting. Chapter five covered recommendations, limitations, implications to various fields i.e. organizations, government, and researchers.