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## Abstract

This research aims to identify the major affecting challenges in the human resources management and determine what impact of the globalization challenge in the human resources management and determine what the changes required to do in this area. Also, the research goes to identify what characteristics and the requirement for the manager of global human resources management and what are the changes must do in the area of functions and applications of human resources management which help to meet the global challenge as well as, the main specifics influencing for the global human resources management.

In the field study of this research has examine this relation in a samples of (15) Jordanian private organization.

The study presented a number of conclusions such as:

The business organization need for a group of changes in the human resources management in order to meet the global challenge. Also, need some laws and regulations that facilitate the work of human recourses management in global organization.

Finally, the research has provided some recommendations such as:

The organization need new understand for the global human recourses management and hold many changes in the field of human recourses management.

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(Noe, 2006)

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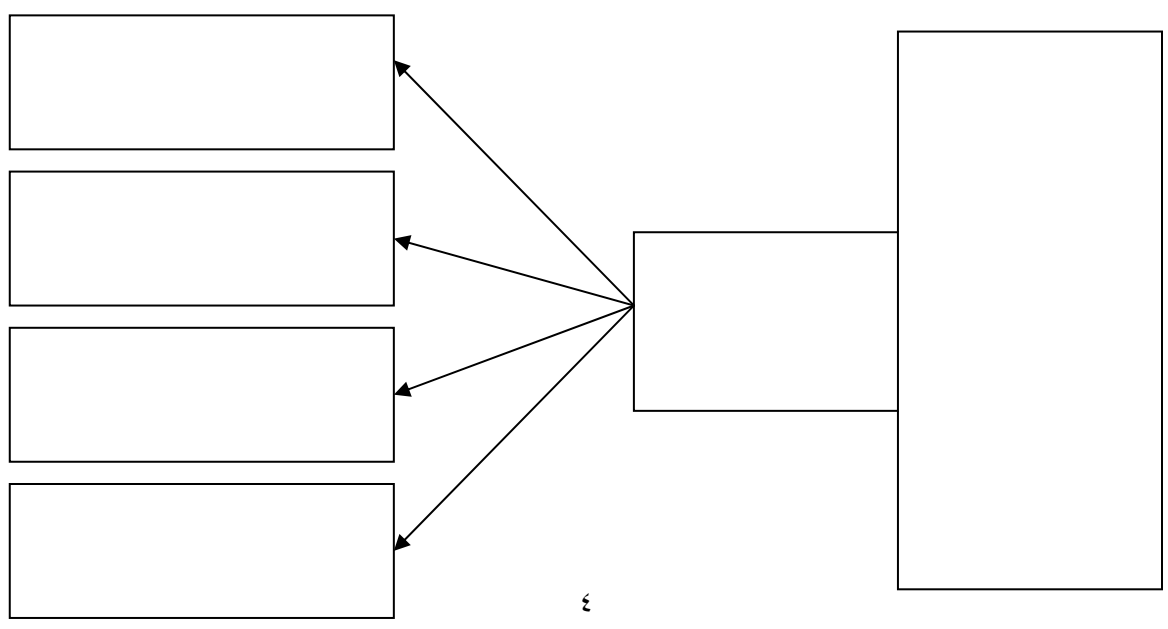
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(Cronbach Alpha)

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(Richard & Johnson, 2001)

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:Human Resource Management Concept :

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" (Dessler, 2005)

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(Dennis , 2006)

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:(Schuer, 2006)

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:GLOBALIZATION

(Evans, 2002)

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(Noe, 2006)

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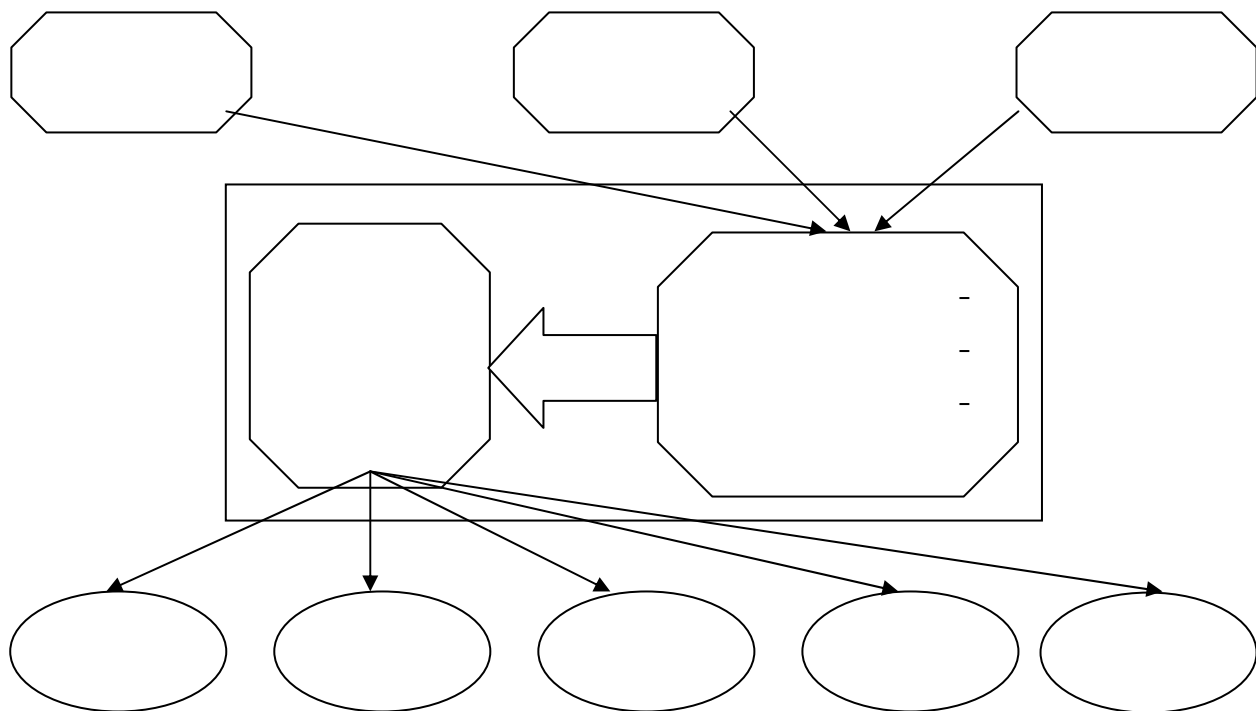
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(Ivancevich, 2003)

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