

Abstract

Prof.Dr.Ghada El Kot

HRM Practices in Egypt: do Egyptian and Foreign owned organisations adopt similar HRM practices in an Egyptian context?

Do Egyptian and Foreign owned organisations adopt similar HRM practices in an Egyptian Context? Abstract In this paper we present the findings of a study which collected data on a range of HRM practices in 81 Egyptian and Foreign owned organisations operating in Egypt 58 of the organisations surveyed were Egyptian owned and 23 foreign owned. Different points such as determinants of human resource management practices, Human resources management practices and approaches in MNC foreign operations were discussed. Different elements of the Egyptian context such as: Socio-cultural context, Islam and economic and legal context and recent development were discussed. We examine whether the practices being implemented by the sample organizations reflect the national context and whether the Egyptian and foreign owned organisations are implementing similar practices and approaches. We conclude that the practices are reflective of the national context and that the Egyptian and foreign owned organisations are implementing similar practices. These findings lend support to the thesis that HRM practices are context specific and that in the area of HRM MNCs adopt an adaptive approach. Keywords: Human Resource Management practices, Egypt, determinants of HRM practices, Egyptian and Foreign ownership, national context and context specific.