Organizations have to develop an international human resources management strategy when they expand globally. Which do you think is more critical for international human resources management? Understanding the cultural environment. Understanding the political and legal environment. Please choose one position and give a rationale; examples are also a way to demonstrate your understanding of the learning concepts. Be sure to respond to at least one of your classmates' posts. Respond to classmate Damien Hello class and professor. I think recognizing the legal and political environment is the most important part of expanding globally. If you are unable to follow the new global laws and keep up with the local politics of the area of your expansion you will be unable to conduct business in a profitable manner. While culture is important and understanding the culture of the area of your business you can always recruit employees from your original area. This is of course not the most profitable way to do this. I also believe that if you learn the legal and politics of an area you will get an idea of the culture in the process. If you do not understand the law you will be limited by the amount of business you can do and you will also be risking hefty fines if you break any of the laws. Understanding global politics will help you get an idea of where to spend your money as an organization and where the growth opportunities are for your business.