

“Human Resources (HR) in Transition at Local Subsidiaries of Foreign Owned Companies”

Dear Madame/Sir,

On behalf of **Central and Eastern European International Research Team (CEEIRT)**

we invite you to participate in the survey:

“Human Resources (HR) in Transition at Local Subsidiaries of Foreign Owned Companies”.

With organizations facing new challenges, many companies are struggling to determine how best to develop their HR practices to meet new and changing organizational needs. The goal of our survey is to understand both the recent and future challenges inherent in human resource management given this new, complex and dynamic landscape.

We are asking you to help us understand this evolutionary process; as we ask “what key HR elements will prove to be central in driving organizations toward future growth?”

We urge organizations of all industries, particularly MNCs operating in the CEE region, to participate. We encourage responses from employees who have the best understanding and oversight of your organization’s HR practices and roles. The survey will take approximately 15 minutes to complete.

Your identity and responses will remain completely confidential and anonymous. If you have general questions about the survey, please contact **research representative of your country** (see partner list). You can fill the questionnaire either in electronic way ([please click here](#)) or visit the www.ceeirt-hrm.eu website) or in printed form (Download the questionnaire in pdf format in English or in Estonian and send it back to us in a scanned form to the following e-mail address: info@ceeirt-hrm.eu.) Before starting the questionnaire you can select the language in which you would like to complete it.

The Central and Eastern European International Research Team will provide all respondents with a research summary of the survey findings.

Thank you in advance for your valuable participation.

Dr. József Poór
Professor of Management
Coordinator of the International Research Team

Enclosures are available on our www.ceeirt-hrm.eu website