

## ABSTRACT

*This paper examines the consequence of the organization internalization on the practice of human resource (HR) outsourcing among manufacturing organizations. The assumption is that HR outsourcing is perceived as an innovative practice and that multinational enterprise (MNEs) will employ this practice more than local organizations. The data was gathered from survey questionnaires of 232 manufacturing organizations. Of the sample, 113 organizations engaged with HR outsourcing, and 71 are MNEs that partially outsource their HR functions. The findings reveal that HR outsourcing among MNEs is used to a greater extent than local organizations. A significant difference is found in the extent of outsourcing payroll, benefits, training and recruitment between MNEs and in local organizations.*

**Keywords:** *outsourcing, human resource management, multinational corporations*

## ABSTRAK

*Tulisan ini memeriksa konsekuensi organisasi internasional dalam praktik bagian outsource sumber daya manusia (SDM) dalam organisasi manufaktur. Asumsi awal yaitu bahwa SDM outsource dianggap sebagai praktik inovatif and bahwa perusahaan multinasional akan mempekerjakan praktik ini lebih banyak daripada perusahaan lokal. Sebagai contoh, 113 organisasi mempekerjakan SDM outsource dan 71 di antaranya adalah perusahaan multinasional. Jumlah tersebut mengungkapkan bahwa SDM outsource diantara perusahaan multinasional menunjukkan jumlah lebih besar daripada perusahaan lokal. Perbedaan signifikan ditemukandalam perpanjangan gaji outsource, benefit, training, dan rekrutmen antara perusahaan multinasional dan lokal.*

**Kata kunci:** *outsource, sumber daya manusia, perusahaan multinasional*