Outsourcing

**Definition:** *The practice of having certain job functions done outside a company instead of having an in-house department or employee handle them; functions can be outsourced to either a company or an individual.*

*(Entrepreneur Small Business Encyclopaedia, Outsourcing,* [*http://www.entrepreneur.com/encyclopedia/term/82610.html*](http://www.entrepreneur.com/encyclopedia/term/82610.html) *[accessed 20 November 2011])*

Read the following articles.

tphumancapital.png

[When the HR Office Leaves the Building](http://www.nytimes.com/2012/12/02/jobs/more-companies-are-outsourcing-their-human-resources-work.html)



[Use of project contractors skyrocket](http://www.hcamag.com/newsletter/content/117323/)

 [The advantages of outsourcing HR functions](http://smallbusiness.chron.com/advantages-outsourcing-hr-functions-21169.html)

[The disadvantages of outsourcing HR functions](http://smallbusiness.chron.com/disadvantages-outsourcing-hr-functions-56209.html)

Create a table outlining the advantages and disadvantages of outsourcing the human resource function.

Discuss the advantages and disadvantages of businesses outsourcing the human resource function in the **global** market. Try not to only rely on the articles but also think for yourself.