



15 most common global hiring mistakes

A quick reference guide for HR leaders



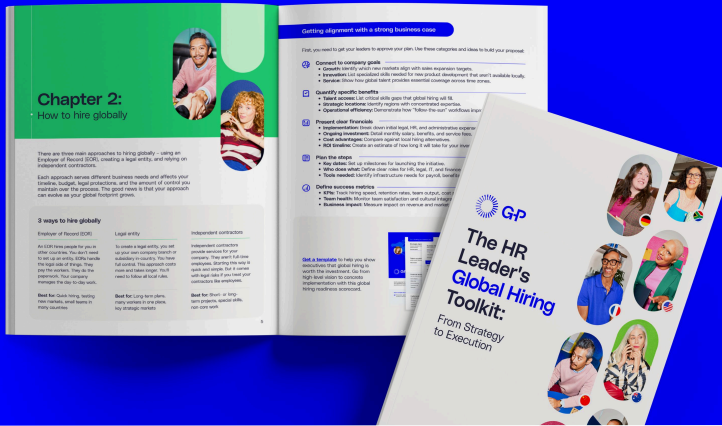
Legal mistakes

Problem

Detail

Solution

- | | | | |
|---|---|---|---|
| 1 | Treating employees as contractors when they're not | You'll face substantial fines and owe back taxes. | Use an EOR to hire them properly as employees. |
| 2 | Triggering permanent establishment | Your company could receive unexpected tax bills in multiple countries, creating financial and compliance headaches. | Understand which activities establish tax presence in each jurisdiction. |
| 3 | Using the wrong contract | Your agreements won't hold up in court. | Draft contracts for each country that reflect local employment laws and requirements. |
| 4 | Missing required benefits | Workers won't be happy (plus you'll risk regulatory penalties) if you don't provide the right benefits in each country. | Create country-specific benefits packages for each location. |
| 5 | Forgetting extra pay requirements | You'll face legal complications if you ignore local compensation rules like 13th-month pay. | Build market-specific payment structures that align with local rules. |



Become a global hiring expert.

Check out the Global Hiring Toolkit for more guidance, insights, and tools.

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Operational pitfalls

Problem

Detail

Solution

6

Paying your teams late or incorrectly

Workers lose trust when payments arrive late, with errors, or in the wrong currency. This severely affects productivity and retention.

Invest in global payroll technology that handles multiple currencies and tax systems. And maintain a calendar with every country's payment dates.

7

Giving home country benefits that don't make sense elsewhere

Some workers get perks others can't use, which creates inequity on the team.

Create a core benefits plan with local options for each market.

8

Overlooking local onboarding needs

New hires take longer to get up to speed.

Add country-specific considerations to your onboarding.

9

Creating time zone headaches

Too many late-night calls and slow responses can exhaust distributed teams.

Use tools designed for asynchronous work across time zones.

10

Widening payroll knowledge gaps

One person holds all the passwords, relationships, and procedures, so when they're unavailable, the whole system falls apart.

Train multiple people on how to run payroll across every country.

Cultural missteps

Problem

Detail

Solution

11

Thinking everyone works like your home office

International employees can become isolated and experience tension if they're forced to adapt to unfamiliar cultural norms.

Make a simple guide to work styles for each location and promote cross-cultural awareness.

12

Missing local holidays and customs

Scheduling conflicts lead to missed deadlines and unnecessary stress when local calendars aren't respected.

Keep a global calendar with all holidays marked.

13

Using the same rewards everywhere

Recognition efforts fail when they don't align with cultural expectations and preferences.

Learn and implement reward systems that apply in each region.

14

Communicating the same way with everyone

Messages get ignored or misunderstood when the communication style doesn't account for cultural differences.

Create basic communication guidelines for each region.

15

Giving feedback in the style of your home country

Performance reviews can hurt rather than help when feedback delivery conflicts with the employee's cultural style.

Train managers on how feedback differs by culture.



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