

## Improving the model of HRM practices and the Trade Unions in simultaneous with: Key Role of Iraq law

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### Abstract

This research paper demonstrates the concerns and practices of HRM at the enterprise level in response to the recent World Trade Organization accession, also investigate issues including the question of convergence of global markets, the issue of Social protection improving and its consequences, and the Economic policy implications. To answer the research questions, a survey was conducted, from the sample of 340 employees, 228 questionnaires were completed, constituting a response rate of (64.9%). Deletion of missing values resulted in a usable sample of 174 Businessmen and employees. The results showed that there was a positive correlation between HRM practice and trade unions. The implications of this study could be valuable for various ownership, location, size, sector, markets, and promote the way of dealing with a variety of challenges and HRM practices that may be related to Iraq law, trade unions organization accession, Economics.

**Keywords:** HRM, Iraq law, trade unions, globalization, Social protection, Economic.

### 1. Introduction

Since the People in Iraq, formally signed up to join the World Trade Organization in December 2010, finding potential solutions for various issues must have been taken into consideration. The Civil Rights Act of 1964 and subsequent amendments including the 1991 Civil Rights Act are the most important piece of HRM legislation spanning in all practical fields.

These acts were illegal for reasons of race, color, religion, sex, and national origin, discrimination against workers and potential recruits. This causes businesses in the field of employment, training, compensation, benefits, and nearly all other activities and obligations relating to HRM to consider—and often record—fairness practices. One of the main areas for discussion was the implications of membership in the World Trade Organization in Iraq law on a wide range of

issues: the role of trade unions, (Social protection: working conditions; wage pricing), factors in terms of production cost and global export competition, crises regulating; socially and Economically.

Future developments in labor relations were not explicitly outlined. In the complex foreign relations scheme, Iraq's membership of the World Trade Organization added an external dimension. The International Labor

Organization and the World Trade Organization, as well as other organizations, such as the International Confederation of Free Trade Unions (ICFTU), were under pressure.

These referred to issues of job rights, the position of the trade unionists and labor standards of the Trade Unions (ACFTU) in Iraq, a huge labor force, as well as wider concerns on HRM Practices, global markets, protection of society, and economic reform in Iraq.

It is therefore crucial for both the world and the Iraqi people to seek a more informed view of both the current situation and future engagement in the global economic system of the IrIraqiconomy and of the Iraqi government's further political and economic reforms.

### **1.1 The research purposes:**

By considering these factors, the central theme of this paper aims to illustrate the concerns and practices of HRM at the enterprise-level in response to the recent World Trade Organization accession. Hence, this research enables us to tackle some theoretical and empirical issues including the question of convergence of global markets, the issue of Social protection improving and its consequences, and the Economic policy implications.

### **1.2 The research Problems:**

The Problems of this paper is structured as follows: Reviews the theoretical perspective of globalization and

HRM. It provides background Problems on the external and internal factors that influence Trade Unions,

Law global markets, and Economic policy and regulations. The paper emphasizes current issues and possible future directions of Social protection and economic involvement in Iraq.

### **1.3 The research significant:**

Research significant studies of different ownership, location, size, sector, market, and histories in order to see the variety of challenges and HRM practices that may be associated with Iraq law, trade unions organization accession, Economics, discusses the findings of the case studies and identifies the needs for improvement.

#### 1.4 The research questions:

1. Does HRM have a straight impact on the role of trade unions; working conditions; wage-price factors in relation to the cost of production and export competition in the global market?
2. Does HRM moderate by the Law?
3. Do social protection and efficiency versus fairness and justice contribute to HRM?
4. What is the correlation between HRM and economics and Social protection?
5. Does the relationship between the trade unions and Global markets, Economic, Social protection, and HRM Practices is positive?

#### 1.5 The research objectives:

- To clarify the impact of HRM that has a straight impact on the role of trade unions; working conditions; crisis management, wage-price factors in relation to the cost of production and export competition in the global market.
- To determine the impact of Law on HRM,
- To determine the correlation between social protection and social inequality and efficiency versus fairness and justice contribute to HRM
- To demonstrate the correlation between HRM, economics and Social protection.
- To clarify the relationship between the trade unions and Global markets, Economic, Social protection, and HRM Practices.

#### 1.6 Research Model:

This study contains a beyond of Perceived HRM Practices by people, the positive relationship between Human Resource Management and the moderator of Law. Therefore, it Controls more Global markets, Social protection, and Economic. Law, for the most part, is significant because they represent a personality, remain over time, and basic evaluations, they possess abilities and their internal control are in corporation. The relationship between HRM Practices utilization and Global markets, Social protection, and Economic, is moderated by Law. As Law increases, HRM utilization will relate to social and Economic of various organizations work systems.

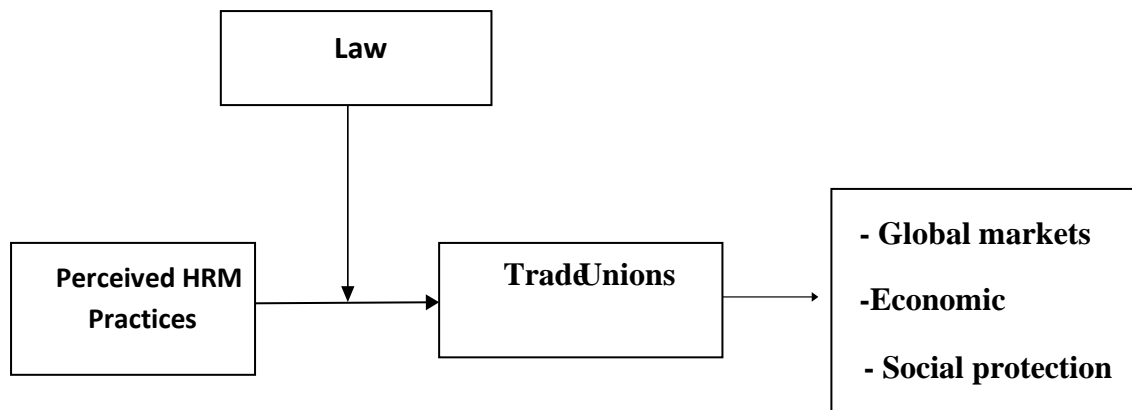


Figure 1-1 Research Model Perceived HRM Practices

Modern organizations use Human Resource Management (HRM) to optimize the productivity of their government roles. The HRM among the people, therefore, predicts how the people welcome such initiative as a matter of behavioral reaction to human resource policies in a given Trade Unions. The outcomes of such peoples' HRM are the level of Social protection, if any, before factoring the moderating of Law and, HRM-related Economics which has basic roles in law controlling organizations and improving Global markets, Social, and economics as well.

### Hypotheses:

**Hypothesis 1:** The independent variable (Perceived HRM Practices), in the presence of the mediator variable (Trade Unions), on the dependent variable (Global Market) in the presence of interaction with the modified variable (Law), at high and low levels.

**Hypothesis 2:** Moderator of Law creates the positive relationship between HRM and Global markets, Social protection and Economic respectively.

**Hypothesis 3:** Trade Unions mediate the positive relationship between HRM and Global markets respectively.

**Hypothesis 4:** Social protection and Economic respectively are the result of the positive relationship between HRM and Moderator of Law.

## 2. LITERATURE REVIEW

### 2.1 HRM Practices:

HRM refers to practices, structures and policies that affect employee conduct, efficiency, and attitudes (De Cieri et al., 2008). Practices in human resources include the identification of human resources requirements, screening, recruitment, training, awards, assessment, work relationships, safety and health, and justice issues (Dessler, 2007). The management of knowledge-based organizations has shown increasing interest in recent years (Robertson & Swan, 2004). Despite considerable progress during recent years in understanding how the management of human resources (HRM) can be related to favorable results at the individual and organizational levels, researchers have particularly highlighted areas (Wright and Boswell 2002; Gerhart 2005; Paauwe 2009).

A major source of competitiveness and a positive connection to company success are the successful application of HR practices in organisations (Collins, 2007). Before HRM scholars, the main emphasis was on assessing the impact of HRM systems on corporate results, such as productivity and business efficiency, and on measuring the HRM system of an enterprise by asking the views of individual senior HRM professionals (e.g. Huselid 1995; Datta, Guthrie and Wright 2005; Som 2008).

### 2.2 Law:

Legislation (or "statutory law") is the law that a legislature or other regulating agency, or the making process, has promulgated (or "enacted"). European Union Treaty of Functioning (TFEU) (1957). It may be recognized as a bill before a piece of legislation becomes law, but may be widely called "laws," although it also has to differentiate between it and other companies. Legislation may have several purposes: regulating, authorizing, prohibiting, providing (funds), punishing, granting, declaring or restricting. In comparison, it may be enacted by a non-legislative act under a legislative act or for the purpose of enforcing a legislative act, by a management or administrative authority. The Voermans Wim (December 2009). In Westminster, a primary piece of legislation since passage is known as the Act of Parliament.

The legislation is normally introduced by a Member of Parliament or by the Government, in which it is discussed by members of the legislature and sometimes revised before passage. The legislation is usually proposed by members of the Legislative Assembly. The majority of major legislatures adopt just a small percentage of the proposed bills in a particular sitting. Conference Activity Summary (Present-1947). At the end of any session of Congress, a final Résumé was established in 1947. The cumulative summary is reported in the Congressional Record annually

during the current meeting. It is a question of government legislative priorities to consider if a particular bill is submitted.

State and federal labor laws are strongly affected and shaped in the area of human resources management. Indeed, all aspects of human resources management and compensation areas are governed by rules and laws. Another important act that completes the civil rights legislation mentioned above is the Equal Pay Act 1963, the major piece of HRM legislation that touches on all practical areas is Title VII of the Civil Rights Act of 1964 and subsequent modification, including the Civil Rights Act of 1991. This Act prohibits discrimination on wages or wages based on sex and provides equal pay for equal work, with few exceptions. Following court decisions increased the act by promoting the idea of a comparable value or equality of salaries for unequal employment of similar value or value. The Social Security Act of 1935, the Taft-Hartley Act of 1947, and the Landrum-Griffin act of 1959 are all relevant laws relating to managing human resources.

### **2.3 Trade Unions:**

Trade union, or labor union, the workers' organization formed by collective bargaining to secure changes in wages, benefits, working conditions or social and political status in a specific trade, industry or business.

In the Kurdistan region of northern Iraq an unprecedented event occurred earlier this month: the two working-class federations from the region that were historically linked to two political parties from Kurdistan, joined together, establishing a common voice for workers in northern Iraq. The new federation is named the Kurdistan United Workers' Union and consoles the Kurdistan Workers' Union and the General Workers-and-Crafts syndicate. (Trade-unionfederations-in-Iraqi-Kurdistan-unite-merge may, 2010) The merger was first announced ten days ahead of time on the website of the UK Trades Union Council (TUC).

### **2.4 Global markets:**

Every day, corporate executives and sales personnel for the world's largest brands hunt for business opportunities in emerging global markets. An emerging market is a country with some developed market characteristics, but it doesn't meet the criteria to be termed a developed market. One distinguishing characteristic of emerging markets is that, they are usually existed in countries with political unrest and protests. For the last few years, Northern Iraq and Kurdistan have held promise for executives.

Emerging markets often prove lucrative for businesses. The political power dynamics in these countries can shift frequently, but with these changes investment opportunities emerge too. A windfall could happen overnight, or, in turn, a loss. Companies often think that the financial benefits outweigh the security risks for travel, and many executives play the odds. One lucrative hot spot, Erbil, Kurdistan- Iraq, borders of Turkey and Iran. Erbil is the capital city of Kurdistan Region in northern Iraq with distinct official borders. Prior to the rise of ISIS, Erbil was stable, but a series of political events created a rollercoaster economy in Iraqi Kurdistan. In 2014, turmoil began between the Federal Government of Iraq and the Kurdistan Regional Government (KRG).

A series of events hurt KRG's economy including the fight against ISIS, a drop in oil prices, and an influx of millions of refugees from Syria. As well as Baghdad punished KRG, placing embargoes and an international flight ban to its airports. Finally, in early 2018, Erbil and Baghdad began discussing a better relationship in the region, and airports opened again. That meant global executives saw economic opportunities. In fact, local and international investment in Kurdistan Region grew from \$712 million to \$3.6 billion in 2018. Much of that investment was from various countries including the United States. With the region's current chaos, hazards truly exist for executives wanting to travel to Erbil or other cities in the Middle East for business.

## **2.5 Economic:**

Economy is a social science that studies goods and services production, distribution and consumption. Robin, Krugman, Paul (2012). Wells, Robin. The focus of economics is on the behavior, relationships and the manner in which economies function. Microeconomy analyzes fundamental elements of the economy such as their interactions and interactions, including different agents and markets. For example, households, companies, buyers and sellers may include individuals. Macroeconomics examines the economy as a way of interacting with production, consumption, saving and investment and its influencing factors: the use of labor resources, capital resources and land, inflation in currency, econo. Other wide differences in economics include those between positive economics, the description of "what is" and normative economics that advocate "what ought"; economic theory and applied economics, rational and behavioral economics and the heterodox economy. Andrew: Caplin; Caplin; Andrew, eds. (1999). There is a broad variety of applications available for economic analysis in culture, real estate, industry, political, health and government. Occasionally economic analysis is also extended to numerous topics including crime, education, families, law, politics, religion, social structures, war, research, Diamond, Arthur M, Jr. (2008). (2011). (2011). The subject was renamed. There are a variety of modern economic definitions; some reflect evolving views of the subject or

different views among economists. The then-political economy was described by Scottish philosopher Adam Smith (1776), as 'an inquiry into the existence and reasons of the wealth of nations,' especially as the science divisions of the statesman or of the legislature [with the dual purpose of providing] a large amount of income and subsistence to the poor and the provision of poor services to the national State or the commonwealth. Adam (1776). Smith, Adam.

The sciences of wealth creation, distribution and consumption are described by Jean-Baptiste Say (1803), separating the problem from its public-policy applications. In this sense, the satirical element of the "lamentable method," coined by Thomas Carlyle (1849), was generally related to a negative study of Malthus (1798). In a social context, John Stuart Mill (1844) defines the subject as a science tracing laws of social phenomena arising out of human combined wealth production operations so long as they are not affected in the pursuit of any other object. John Stuart, Mill (2007), 1844. In the textbook of Principles of Economics (1890), Alfred Marshall presents a still widely cited concept which extends analysis beyond wealth and from societal to micro-economic levels. It asks how he gets and uses his money. It is therefore part of the study of humanity, on the one hand, and of wealth, on the other, and more importantly. Alfred (1890), from Marshall. The results of what was called "perhaps the most commonly known concept of the problem was established by Lionel Robbin (1932)."

## **2.6 Social protection:**

Social security includes policies and programmers, which promote effective labor markets, decrease people's exposure to risks and improve their capability to handle economic and social risks, including unemployment, exclusion, illness, disability, and old age, in order to minimize poverty and vulnerability. UN Social Development Research Institute (UNRISD), 2010. 2010. The purposes of social security are to avoid, manage, and overcome circumstances that affect the well-being of individuals as identified by the United Nations Researcher for Social Development. World Bank. 2001. World Bank. In the European Welfare State and other developed areas of the world, social security has traditionally been used to preserve a certain standard of life and combat transitional poverty. United Nations Social Development Research Institute (UNRISD). The Roman Emperor Trajan, who extended a gratuitous scheme to include more marginalized people of the Empire, is a first example of State-supplied social security. Furthermore, public funds were established to help poor kids. Social inequality means the presence in a community or culture of unfair opportunities and rewards for various social roles or status. Test our awareness with a quiz and discuss some causes and effects of poverty. Study.com, Study.com (2015)



Social inequality arises when resources are distributed unevenly in a given society, generating particular trends in line with socially specified classes of individuals, usually by allocation standards. The difference between authority, faith, parenthood, prestige, race, ethnicity, gender, age, sexual orientation and class is the choice of society's access to social goods. The lack of equality of results generally means social disparity, but can be conceptualized as a lack of equitable access to chances. Hollows, R. W. (2004). Social rights include the labor market, revenue source, healthcare and freedom of expression, education, political engagement and representation. Robert H. Wade (2014). The general debate of justice, as found in philosophy, theology and religion, is also divided into a sphere of social justice, and proceedings are based on the research and implementation of law. Field of Robin Water (Oxford: Oxford University Press, 1984). There have been many changes to the definition of justice. According to dictionary.com, the official meaning of the word (well one of them) is the consistency of being fair; fair, equal and moral. Through taking the broken and using them on his journeys Jesus served justice. Odyssey /true significance judgment 2017.

### **3. Methodology**

#### **Sample and procedure**

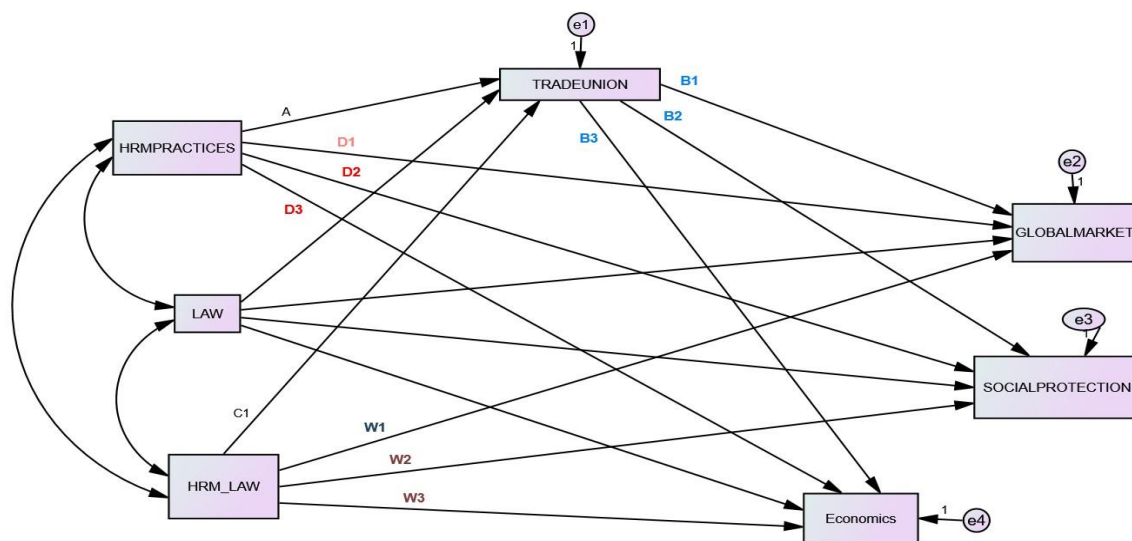
We have taken our study from the Kurdistan Government's labor unions, globalization, social security, and economics. The organization provides economic solutions to clients in Iraqi law, transport, education and globalization, and supports a trade union and social security.

Under Iraqi legislation, the HRM has identified trade unions to participate in the study because it represents the overall social, economic and trade unions and globalization. HRM was told of and encouraged to participate in the survey within 6 weeks of the objective and confidentiality of the report. The survey at work was completed by all the businessmen and workers. The study authors received the HRM strategy of the company.

The HR managers are looking to put moderator law in the company as a strategic partner. It then controls more global, social and economic markets. It recognizes the importance of synchronization between the different HRM activities to enforce an efficient HRM framework. The HRM department's goal is to build a culture that stresses global markets and social security.

The survey was invited to both businessmen and employees. 228 questionnaires have been completed from the 340 employee's survey, representing a response rate of (64.9 percent). A functional survey of 174 businessmen and workers resulted in the suppression of missing values.

The survey assessed all things with a five-point ranging from 1 (strictly disagreement) to 5. (Strongly agree). Control variables included population data of interviewees including age, gender, level of education, place, tenure in organization and departmental stupid's.



**Table (1)**

		Frequency	Percent
Gender	Male	61	35.1
	Female	113	64.9
	Total	174	100
Age	18-25	73	42
	26-45	88	50.6
	46-Over	13	7.5
	Total	174	100
Education level	High-school	16	9.2
	Associate degree	17	9.8
	Bachelor	99	56.9
	Master	33	19
	Doctoral	9	5.2
	Total	174	100

Table No. (1) The percentage of females among the respondents is greater than the percentage of males, as it reached (64.9%) and (35.1%) respectively, and this indicates that the majority of the respondents were females.

Whereas, the ages of individuals of the respondents ranged greater for the category (18-25) and (26-45) by (42%) and (50.6%) respectively, which indicates that the majority of the respondents are young.

As for the educational level, the largest percentage of respondents belonged to holders of bachelor's and master's degrees, whose percentage was (56.9%) and (19%) respectively, and these two percentages together represent (76.9%) and this is a good indication that the majority of the sample members were holders of higher degrees and thus indicates the accuracy of the answers, consequently reflects the accuracy of the results.

Table No. (2) frequencies and relative distribution of the answers for all paragraphs

The study axes	Sub variables	Strongly disagree		Disagree		Neutral		Agree		Strongly Agree		Mean	Standard Deviation
		fi	%	fi	%	fi	%	fi	%	fi	%		
HRM PRACTICES	X1	33	18.97	34	19.54	43	24.71	34	19.54	30	17.24	2.97	1.36
	X2	33	18.97	37	21.26	32	18.39	47	27.01	25	14.37	2.97	1.351
	X3	17	9.77	29	16.67	52	29.89	58	33.33	18	10.34	3.18	1.131
Average	—		15.90		19.16		24.33		26.63		13.98	3.04	1.28
TRADE UNION	X4	41	23.56	37	21.26	47	27.01	31	17.82	18	10.34	2.7	1.291
	X5	20	11.49	14	8.05	45	25.86	72	41.38	23	13	3.37	1.164
	X6	23	13.22	22	12.64	49	28.16	49	28.16	31	18	3.25	1.264
Average	—		16.09		13.98		27.01		29.12		13.79	3.11	1.24
LAW	X7	21	12.07	41	23.56	30	17.24	56	32.18	26	15	3.14	1.275
	X8	30	17.24	51	29.31	33	18.97	38	21.84	22	13	2.83	1.3
	X9	25	14.37	23	13.22	28	16.09	70	40.23	28	16	3.3	1.292
Average	—		14.56		22.03		17.43		31.42		14.56	3.09	1.29
GLOBAL MARKET	X10	9	5.17	14	8.05	35	20.11	84	48.28	32	18	3.67	1.033
	X11	38	21.84	53	30.46	45	25.86	23	13.22	15	9	2.56	1.214
Average	—		13.51		19.26		22.99		30.75		13.51	3.12	1.12
	X12	38	21.84	48	27.59	39	22.41	34	19.54	15	9	2.66	1.257

SOCIAL PROTECTION	X13	38	21.84	46	26.44	38	21.84	29	16.67	23	13	2.73	1.331
Average	–		21.84		27.02		22.13		18.11		10.92	2.70	1.29
Economics	X14	12	6.9	16	9.2	24	13.79	57	32.76	65	37	3.84	1.218
Total Average	–	411	13.39		16.73		21.11		30.13		18.64	3.24	1.23

The above table indicates the percentages, arithmetic means, and standard deviations of the research variables, as follows:

1. The variables (X1-X3), which represent the expressions for (HRM) and refer to (40.61) of the sample members agree with this variable, as the average of the neutrals was (24.33) while the average for those who disagreed was (35.06) with an arithmetic mean of (3.04) and deviation A standard amount of (1.28), which means that the sample members agree with this variable, as the general arithmetic mean has increased from the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.
2. The variables (X4-X6), which represent the expressions for (TRADE UNION) and refer to (42.91) of the sample members agree with this variable, as the average of the neutrals reached (27.01), while the average for those who disagreed was (30.07) with an arithmetic mean of (3.11) And a standard deviation of (1.24), which means that the sample members agree with this variable, as the general arithmetic mean has increased from the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.
3. The variables (X7-X9), which represent the expressions of (LAW) and refer to (45.98) of the sample members agree with this variable, as the average of the neutrals reached (17.43), while the average of those who disagreed was (36.59) with an arithmetic mean of (3.09) and a deviation A standard amount of (1.29), which means that the sample members agree with this variable, as the general arithmetic mean has increased from the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.
4. The variables (X10-X11), which represent the expressions of (GLOBAL MARKET) and refer to (44.26) of the sample members agree with this variable, as the average of the neutrals reached (22.99), while the average of those who disagreed was (32.77) with an arithmetic average of (3.12) And a standard deviation of (1.12), which means that the sample members agree with this variable, as the general arithmetic mean has increased from the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.
5. The variables (X12-X13), which represent the expressions of (SOCIAL PROTECTION) and refer to (29.03) of the sample members agree with this variable, which is a small percentage, as the average of the neutrals was (22.13), while the average of those who disagreed was (48.96) with an arithmetic mean of (2.70) and a standard deviation of (1.29), which means that the sample members disagree with this variable, as the general arithmetic mean is less than the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.

6. The variable (X14), which represents one phrase in (Economics) and refers to (70.12) of the sample members agreeing with this variable, as the percentage of neutrals reached (13.79), while the percentage of those who disagreed was (9.20) with an arithmetic mean of (3.84) and a deviation A standard amount of (1.22), which means that the sample members agree with this variable, as the arithmetic mean of the variable is greater than the hypothetical arithmetic mean (3) on the fifth Likart scale used in the research.

In general, it indicates that an amount of (48.82) of the research sample as a whole agreed with the variables, as the average of the neutrals reached (21.11), while the rate of those who disagreed was (30.12) with an arithmetic mean of (3.24) and a standard deviation of (1.23), which means that the members of the sample as a whole agreed with All variables search.

**Table (3) Cronbach's Alpha**

Var.	Cronbach's Alpha	N of Items
HRM PRACTICES	0.781	3
TRADE UNION	0.657	3
LAW	0.652	3
GLOBAL MARKET, GLOBAL MARKET Economics	0.619	5
Total	0.866	14

Through Table No. (3), which represents the estimation of the reliability coefficient, where the reliability of the scale was tested for the questionnaire questions for the four variables with its paragraphs, as well as the reliability coefficient was calculated for the questionnaire questions as a whole and it was found that the value of the reliability coefficient was 87%. The content of the paragraphs was acceptable.

## Regression Weights: (Group number 1 - Default model)

Table(4)

Regression Weights between var.			Estimate	S.E.	C.R.	P
TRADEUNION	<- --	HRMPRACTICES	0.4293	0.0564	7.6102	***
TRADEUNION	<- --	HRM_LAW	-0.0299	0.0476	- 0.6274	0.5304
TRADEUNION	<- --	LAW	0.3193	0.0616	5.1833	***
GLOBALMARKET	<- --	HRMPRACTICES	0.0326	0.0745	0.4370	0.6621
GLOBALMARKET	<- --	LAW	0.1527	0.0757	2.0170	<b>0.0437</b>
GLOBALMARKET	<- --	HRM_LAW	-0.1405	0.0545	- 2.5788	<b>0.0099</b>
GLOBALMARKET	<- --	TRADEUNION	0.3012	0.0869	3.4662	***
SOCIALPROTECTION	<- --	TRADEUNION	0.1208	0.1129	1.0702	0.2845
SOCIALPROTECTION	<- --	HRMPRACTICES	0.1636	0.0968	1.6907	0.0909
SOCIALPROTECTION	<- --	LAW	0.3236	0.0983	3.2921	***
SOCIALPROTECTION	<- --	HRM_LAW	0.0930	0.0708	1.3139	0.1889
Economics	<- --	HRMPRACTICES	0.0376	0.1153	0.3262	0.7443
Economics	<- --	TRADEUNION	0.1586	0.1345	1.1791	0.2384
Economics	<- --	LAW	0.2433	0.1171	2.0771	<b>0.0378</b>
Economics	<- --	HRM_LAW	-0.0676	0.0844	- 0.8013	0.4230

From the above table, we conclude the following:

- 1) The independent variable (HRM) affects the intermediate variable (TRAD) positively because the value of (P.VALUE) is less than the level of significance (0.05). This means, whenever the independent variable increases by one unit, this leads to an increase in the value of the mediator variable by .42928.
- 2) The independent variable (HRM) and the rate variable (LAW) have a negative effect on the dependent variable (GLOBAL) because the value of (P.VALUE) is less than the level of significance (0.05). That is, whenever the interaction between the independent variable and the modified variable increases in one unit, this leads to a decrease in the value of the adopted variable by the value of -14054.
- 3) The modified variable (LAW) affects the variables (TRAD, GLABAL, SOCIAL, ECONOMIC) because the (P.VALUE) values of the test are less than the level of significance

(0.05). This indicates that the modified variable has a direct effect on the three dependent variables and the variable The median and their value increases by (.15265, .32364, .24332, 0.3193) respectively by increasing the value of the rate variable by one unit.

4) The intermediate variable (TRAD) affects the mediating variable (GLOBAL) because the value of (P.VALUE) is less than the level of significance (0.05). This means, whenever the independent variable increases by one unit, this leads to an increase in the value of the mediator variable by 30120. Note that the independent variable represented by (HRM PRACTICES) does not directly affect the three dependent variables represented by (TRAD, GLABAL, SOCIAL, ECONOMIC) respectively, and this means that the interaction between the independent variable and the modified variable does not affect the dependent variables as well.

**Table (5) Correlations: (Group number 1 - Default model)**

Var.		HRM	TRAD	LAW	GLOBAL	SOCIAL	Economics	HRM_LAW
HRM	r	1						
	Sig.		-	-	-	-	-	-
TRAD	r	0.6797	1					
	Sig.	<u>0</u>	-	-	-	-	-	-
LAW	r	0.5652	0.6149	1				
	Sig.	<u>0</u>	<u>0</u>	-	-	-	-	-
GLOBAL	r	0.3214	0.5058	0.4495	1			
	Sig.	<u>0.0963</u>	<u>0</u>	<u>0</u>	-	-	-	-
SOCIAL	r	0.2374	0.2564	0.4194	0.3544	1		
	Sig.	<u>0.1284</u>	<u>0.6023</u>	<u>0</u>	<u>0</u>	-	-	-
Economics	r	0.2493	0.2872	0.3141	0.1598	0.34	1	
	Sig.	<u>0.2308</u>	<u>0.1027</u>	<u>0</u>	<u>0.0352</u>	<u>0</u>	-	-
HRM_LAW	r	-0.3218	-0.3037	-0.3442	-0.3439	-0.0904	-0.1783	1
	Sig.	<u>0</u>	<u>0.4152</u>	<u>0</u>	<u>0</u>	0.2355	<u>0.1406</u>	

Through Table (5), the following appears:

1. There is a direct relationship between the independent variable (HRM practices) and the mediating variable (Trade Union) and its amount (68%) because the value of (p. value) is less than the level of significance (0.05).
2. The existence of a positive significant relationship between the modified variable (Low) and the intermediate variable (Trade Union) and its amount (61%) because the value of (p. value) is less than the level of significance (0.05).
3. The existence of a positive significant relationship between the modified variable and the approved variable of (45%) because the (p. value) value is less than the level of significance (0.05).

4. There is an inverse relationship between the interactive variable (HRM \* Low) and the dependent variable, of (34%) because the value of (p. value) is greater than the level of significance (0.05).
5. There is a direct relationship between the intermediate variable (Trade Union) and the approved variable (Global Market) and its value (51) because the value of (p. value) is less than the level of significance (0.05).
6. The existence of a positive relationship between the modified variable (Low) and between the two dependent variables (Economics \* Social protection), they were estimated (42%) and (31%), respectively, because the value of (p. value) is less than the level of significance (0.05).

Table(6)

Parameter	Estimate	Lower	Upper	P
IE1	0.1293	0.0405	0.2656	<b>0.0037</b>
CIE1_LOW	0.1382	0.0415	0.2925	<b>0.0034</b>
CIE1_HIGH	0.1204	0.0383	0.2602	<b>0.0029</b>
MOD_MED_IE1	-0.0090	-0.0510	0.0226	0.5393
CDE1_LOW	0.1716	-0.0269	0.3712	0.0879
CDE1_HIGH	-0.1066	-0.2997	0.1130	0.3391
MOD_MED_DE1	-0.0046	-0.0369	0.0158	0.5141
IE2	0.0519	-0.0522	0.1641	0.2857
CIE2_LOW	0.0554	-0.0543	0.1820	0.2723
CIE2_HIGH	0.0483	-0.0446	0.1618	0.2606
MOD_MED_IE2	-0.0036	-0.0390	0.0076	0.3605
CDE2_LOW	0.0715	-0.1505	0.3145	0.5348
CDE2_HIGH	0.2556	-0.0195	0.5361	0.0660
MOD_MED_DE2	0.0152	-0.0053	0.0793	0.1754
IE3	0.0681	-0.0831	0.2233	0.3311
CIE3_LOW	0.0728	-0.0858	0.2419	0.3077
CIE3_HIGH	0.0634	-0.0741	0.2139	0.3222
MOD_MED_IE3	-0.0047	-0.0514	0.0114	0.3745
CDE3_LOW	0.1045	-0.2423	0.5070	0.5615
CDE3_HIGH	-0.0293	-0.3384	0.2795	0.8387
MOD_MED_DE3	-0.0025	-0.0681	0.0209	0.6596

### Concerning the first hypothesis:

Does the relationship between the independent variable (Perceived HRM Practices), in the presence of the mediator variable (Trade Unions), on the dependent variable (Global Market) in the presence of interaction with the modified variable (Law), at high and low levels.

There is a significant effect of the independent variable in the presence of the mediator variable on the dependent variable (Global Market) in the presence of interaction with the modified



variable at high and low levels (IE1, CIE1) because the values of (P. value) were less than the level of significance (0.05)

**As for the second hypothesis:** that the modified variable creates a positive relationship between the independent variable (HRMP) and the dependent variables (Global, Social, and Economic).

There is no significant effect between the independent variable (HRM P) on the dependent variables (Global, Social, Economic) with the mediator variable (law) that does not contribute to creating a significant effect based on the values of (p. value) above. (MOD\_MED\_DE1, 2, 3)

**Regarding the third hypothesis:** That the mediating variable creates a positive relationship between the independent variable (HRMP) and the dependent variables (Global, Social, and Economic)

There is a positive significant effect of the independent variable (HRM) on the dependent variable (Global) only through the intermediate variable (Trade) because the value of (p. value) is less than the level of significance (0.05). (IE1, 2, 3)

Concerning the fourth hypothesis: There is a positive significant relationship between the two variables (HRM Practices) and (Low) and its value (57%) because the value of (p. value) is less than the level of significance (0.05).

## 4. Conclusion

### Iraq law implications and conclusions

The goal of this paper is to shed light on the crucial issues of HRM, and related globalization trade unions in the Iraq law.

By analyzing the SPSS Statistics is a software package used for interactive, or batched, statistical analysis. Long developed by SPSS Inc., it was acquired by IBM in 2020. Current versions have the brand name: IBM SPSS, Statistics Survey on globalization trade unions and Social security, Economic, one of the most striking findings that emerged is that, even though most firms regard position of HRM in trade unions as a crucial activity for their sector, very few of them consider trading with foreign partners as a simple activity.

Describing businesses' views of HRM, and trade unions is critical but equally crucial is to provide law makers with clear suggestions to make their action more knowledgeable and realistic.

Therefore, we conclude this paper by highlighting the following points:

a) Although the vast majority of the sampled companies attach great importance to the responsibilities relating to HRM in respect of fairness standards and often records, the challenges faced by firms are important. In order to achieve an efficient human resource management and

the moderator of law, it is essential for 36 governments to understand what kind of exogenous and endogenous factors affect companies.

b) Different factors impact companies working in various industries when engaged in human resources management. Major barriers to global markets vary between businesses in various sectors (globalization, social protection, and economic). In order to enhance and regulate global markets in a country as companies in a specific sector engage in human resource management and the law moderator, policies tailored to the needs of the specific sector will need to be developed.

c) Different industries take account of different factors when making investment decisions in developing countries. Countries seeking social and economic security are encouraged to develop particular policies in line with the unique characteristics of the target sectors or the origin of the investments.

d) The result supports the region-Iraq model of Kurdistan, which is easier to export for these opponents, the wider the foreign markets, social security and the economic. The findings illustrate the need for policymakers to formulate policies to promote human resources management and the moderator of law because they pose especially serious barriers to labor unions, social security and economic activity. Management of human resources and law moderator. It thus controls more global, social, and economic markets. Law is of major importance because it is a personality, stays over time and fundamental assessments, and has the capabilities and internal control of the company.

e) When companies export and import, the role of experience is important. Legislators are encouraged to develop and introduce interventions to encourage the spillage of expertise between the oldest and youngest companies. More study is required, but governments are encouraged to enact policies designed to improve knowledge sharing and exchange between companies and to initiate various training courses.

f) Main is geographical closeness. Considering the high level of business between companies in close proximity, coordination between neighboring countries in Kurdistan and Iraq should be a top priority. This reinforced the need to improve neighborly cooperation between the HRM and the trade unions for the lawmakers of the region.

g) Within HRM, companies export finished products and services while importing more raw and medium-sized products. This result shows that few governments in this area have an ability to extend the positions of their local businesses through HRM and trade unions through proper

policy interventions and to make them take different responsibilities in HRM, the syndicates (Social protection: working conditions; wage pricing).

h) Companies in countries which receive significant foreign investments and support can easily incorporate new planned resources, technology and expertise into HRM. Those developed countries that are willing to help indigenous businesses integrate into labor unions and profit from the factors that draw investment must be well understood. The most critical factors in this respect tend to be effectiveness of legislation and the strength of the rule of law.

Finally, the limits of our research must be recognized. In general the samples in Kurdistan and Iraq are not entirely reflective of the business community. Furthermore, this research did not cover every possible relationship between the data observed; for example, further review may help to identify various interpretations of different HRM responsibilities for considering – and sometimes record – equality practices. One of the key subjects for discussion was the effects of membership in Iraqi law in the World Trade Organization on a broad range of issues: the position of syndicates, (Social Protection: working conditions; wage charging). Future studies utilizing broader datasets can also help strengthen the study's results, although their anticipated costs may be problematic. This study nevertheless indicates a number of important guidance for those countries in Kurdistan and Iraq that wish to enhance the business environment by strengthening their capability, and promoting factor flows in terms of cost of production and international competition in exports, crisis regulations, socially and economically.

There were no explicit outlines of future trends in labor relations. Iraq's membership of the World Trade Organization has introduced an additional dimension to the dynamic external relations scheme. Pressure was exerted upon both the International Labor Organization and the World Trade Organization, as well as other organizations such as the ICFTU.

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