1200 word with references

As follow-on to your previous discussions with your new boss (HR Manager) the question has come up how effective has the offshoring been for companies and has their reputation been changed by the offshoring of activities or services? Develop a paper to present to your manager that describes the issues and challenges companies face when deciding to outsource work and the impact that the decision may have on how they are perceived afterward.

Some of the areas to include, but not limited to, in your discussion are the following elements associated with offshoring:

A definition and components of off-shoring

The impact on companies that have implemented off-shore operations.

The impact off-shoring has had on the human resources departments for these companies.

The implications for organizations when off-shoring reduces domestic jobs

Explain if off-shoring has affected the company operationally, financially, or from a reputation perspective.

Explain your thoughts on how off-shoring has affected the human resources departments around the United States.

Provide specific examples of companies that have implemented off-shoring.