International organizations must diagnose the growth of cultural challenges and formulate practices so as to fulfill the global flexibility, competitiveness, and learning capabilities. It is substantial for organizations to recognize and figure out the model for dissecting the cultural differences. As there is a relation between different organizational behaviors like norms of acceptable, leadership styles and cultural values it is crucial to look deeply into these cultural differences in order to know how to realine HRM policy and practice to it. In recent studies in the field of comparative HRM culture has generated more interest because of the belief that culture is at the base of people’s behavior. In this section some researches of how HRM preferences influenced by cultural factors are given. A Comparative study of Innovation Practices in Business. Companies want to be innovative, but what does innovation mean? Results of interviews with corporate executives and senior innovation officers in four of the largest publicly-traded companies and one government agency in the Chicago-area, provide some insights into how businesses approach innovation. The dictionary defines innovation as ‘the introduction of something new’. Regardless of the type innovation – whether it be product, process, or service – it results in significant change. This change could be as simple as ‘changing the way’ Until recently, adjudication in the construction industry has displayed certain characteristics. First, the adjudicator is a neutral individual who is not involved in the day to day running of the contract. Civil Engineers Adjudication Procedure, the Construction Industry Council Model Adjudication Procedure or the Centre for Dispute Resolution Rules for Adjudication, the Institution of Chemical Engineers Adjudication Rules, the Technology Court Solicitor’s Association Rules; or 4. draw up their own set of bespoke rules.