**International HR Practices**

**Internal Assignment Applicable for June 2020 Examination**

**1. CANDID Systems Ltd is a leading Indian IT company based in Mumbai. The company has expanded to Africa in 2018 and now company is reviewing its HR Practices in Africa. You, as an HR Manager, are asked to look into the issue of ethics and responsibilities that employees of CANDID may face in Africa. Highlight some of the ethical dilemmas that employees may face.**

**Answer:**

The international business environment, through its cultural and economic diversity, often puts international managers in great difficulty as it generates a large variety of ethical issues. On a short term, finding a solution and respecting the organizational principles of business ethics could generate an increase of the organizational costs and, thus, a decrease of efficiency. But, on a long term, even though there is the possibility that the ethical management practices are not related to the specific

**2. AUTOZONE Pvt Ltd is a two wheeler manufacturing company in India. It is planning to expand to Indonesia to capture its emerging market. As a manufacturing organization, there could be a problem related to employee relations. In order to face this problem better, the company has asked you to identify the key issues in international employee relations. You are an HR Manager of AUTOZONE Pvt Ltd. Identify the key issues. (10 Marks)**

**Answer:**

**International employee relations**

Industrial relations refers to a set of phenomena, both inside and outside the workplace, worried about identifying and managing the employment relationship.International Industrial Relations (IIR) handles the complicated associations between employers employing foreign nationals, employees of various nationalities, home and host country governing bodies and trade unions of the organizations

**3. EFFIX LTD is a leading FMCG company in India and it is planning to expand its operations in South America. For this company has set up a wholly owned subsidiary in Brazil. A team of 50 employees is formed to take up this new project in Brazil in this background, answer the following:**

**a. What will be the components of pre-departure training program? (5 Marks)**

**b. On which job related factors training would be required?**

**Answer:**

Pre-departure training for expatriates is a broad term for a programme that briefs soon to be expatriates on what to expect when living and working abroad. Well delivered training allows employees to personalize learnings to anticipate and plan for challenges they and their family may face when they move abroad.

**Components of effective Pre-Departure Training Program:**

**Clear understanding of their**

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