**NMIMS Global Access**

**School for Continuing Education (NGA-SCE)**

**Course: International HR Practices**

**Internal Assignment Applicable for September 2020 Examination**

**1. INTERIT Systems Ltd is a leading Indian IT company based in Mumbai. The company has expanded to South America in 2019. There are many possible cross cultural problems that the employees of INTERIT will face in South America. You, as an HR Manager, are asked make these employees aware of these cross cultural problems. Point out these problems.**

**Answer:**

Globalized economics, multinational corporations, foreign direct investment and still increasing migration flows result in more intensive professional contact of people from different cultures and consequently also in more apparent display of intercultural differences. These differences seem to be crucial

**2. Your Company is a leading bank in India and you are planning to expand your operations to the countries in Europe. It is important for an organization to have a performance management system for international employees. In this case, which factors will affect the performance of expatriate in European Countries?**

**(10 Marks)**

**Answer:** Managing employee performance deals with an organization's strategy, policy and practices with respect to establishing performance expectations for its employees, along with measuring and monitoring the results. A comprehensive performance management system can play a strategic role in attracting and retaining key employees. It can also help significantly improve a company's overall business performance. The article does not deal with disciplinary actions or termination for poor performance.  International performance management is the evaluation of an

**3. DHARTI Telecom, a leading Indian telecom company, recently acquired KAIN Telecom, a leading telecom operator in Nigeria. Company has decided to send a team 100 expatriates in Nigeria to perform different roles. You are an HR Manager of DHARTI Telecom. In this background, answer the following questions:**

**a. Which factors will you consider for selecting expatriates? (5 Marks)**

**Answer:**

It should be noted that selection is a two-way process between the individual and the organization. A prospective candidate may reject the expatriate assignment, either for individual reasons, such as family considerations, or for situational factors, such as the perceived toughness of a particular culture. It Its sample only

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