**International HR practices**

**Dec 2020**

**1. INTERNETIZENS Systems Ltd is a leading Indian IT company based in Mumbai. The company has planned its expansion to south Africa. First task the company needs before it starts its operations is undertaking international HR planning. As an HR head of the company, you are asked to do the same. Explain the process that you will follow to undertake the international HR planning**.

**Answer**: **International HR and staffing**

The management of Human Resources (HR) in an international setup is even more complex than the management of human resources in a domestic set up. The reason for this complexity lies in the numerous differences that are present between headquarters and subsidiaries. Managing human resources in an international context is more complex than in a domestic set up because of the many differences between headquarters and the subsidiaries.

Staffing is a key aspect of human resource management as many staffing policies of MNCs are determined by their approach to globalization. MNCs which follow ethnocentric staffing consciously fill all top Its Half solved only

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**2. Your company is a leading bank in India and you are planning to expand your operations to the countries in south America. It is important for an organization to have a performance management system for international employees. As an HR head, you are requested to set up a performance management cycle for the company in south America?**

**Answer**: **Performance management**

The process of identifying, evaluating and developing the work performance of employees in order to achieve the goals and objectives of an organisation is called Performance Management (PM). Effective performance management is designed to identify performance requirements, enhance performance, provide feedback relevant to those requirements and assist with career development.

**The following are some of the points which mention what a performance management system should do**:

* Develop clear job descriptions and employee performance plans which include the Key Result Areas (KRA) and performance indicators.
* Select the right

**3. DMW is a luxury car manufacturer from Germany and the company is planning its expansion in Asia and North America. In this background, answer the following question:**

**a. What are the HRM issues that a company may face in Asia?**

**b. What are the HRM issues that a company may face in North America?**

**Answer**: a) Organisations usually decide to go international because of two reasons. Either because it faces competition from companies outside its national borders or when the organisation finds cheaper resources and expanded markets in other countries.

**HRM ISSUES IN ASIA**

**Cultural issues**: It means understanding how the culture of a country affects the way business is practiced. Companies that are going abroad must build awareness to other cultures. International business that are ill-informed about the practices of another culture are likely to fail, doing business in different culture requires adoption to that culture in all its operation.