**International HR Practices**

**September 2021 Examination**

**1. Your Company is a leading Private Bank in India and it is considering an international expansion in Japan. You are an HR Manager of this bank, and before all important decisions are made, you are asked to identify issues and challenges for International Human Resource Management. Identify these issues and challenges so that important decisions can be made. (10 Marks)**

**Ans 1.**

**Introduction**

The human resources department plays an essential role in the organization's development and has a direct impact on the organization's workforce. In a similar vein, a human resources team hires new employees who will affect the company's profits and customer demand. Furthermore, the approaches and strategies of this department are geared toward the development of efficient

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**2. You are HR Director of ABC Ltd operating in Textiles sector. Your company is planning to set up the manufacturing unit in Africa. You are asked to first properly assess the HR Requirement by conducting a thorough HR Planning exercise. Which step by step process will you follow to do the same? (10 Marks)**

**Ans 2.**

**Introduction**

The textile industry is a leading industry that has a significant impact on a wide range of industries. Clothing, yarn distribution, production, design, and other manufacturing products for their market are among the primary concerns of this industry. On the other hand, textile companies are primarily comprised of organizations such as agro-based companies, which mainly use animal and

**3. You are an HR Head of a leading IT Services in India. For your international project in Germany, you are supposed to send a team of 45 employees. Answer following questions in this context**

**a. Design a pre departure training program. (5 Marks)**

**Ans 3a.**

**Introduction**

Similarly, training programs, particularly for employees, aid in developing specific skills and knowledge that support the advancement of their current position in the company. Furthermore, several training programs, such as supervisory and managerial skills, client and customer care

**b. Training on job related factors. (5 Marks) –**

**Ans 3b.**

**Introduction**

The employment orientation process is a term used to describe how new employees are introduced to the company and learn how to handle their responsibilities and jobs in the industry. Employee awareness is a term that is used to refer to something specific and similar to employee orientation.