**International HR Practices**

**December 2021 Examination**

**Question 1. ‘Yummy Restaurants’ is a Canadian restaurant chain, planning to open up its branches in India and Australia. The CEO has hired you as an HR consultant to help them in understanding the different types of international employees that they need to deal with. Explain to him the functions of international human resource management and the different sources or types of hiring employees, in this context. Explain with corporate examples. (10 Marks)**

## Ans 1.

## Introduction

Globalization poses many challenges for businesses around the world. Using the efficiency and information generated by human resources and institutions may prevent or mitigate these problems. For your professional future, finding the right employee to work with you is crucial to achieving future gains and it should be considered a specific investment. Due to the fact that the existing interconnections have been in place for such a long time, globalization can barely be seen as an active force. Due to the fact that the world of business is already connected, the world Its Half solved only

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# Question 2. Soumita has been working in the London division of the International Group of Hotels for 10 years. Now she has informed the HR department that wishes to move back to India. However, this process of repatriation is not so easy. As their HR head, explain what steps you will follow in the process of this repatriation for Soumita in the hospitality industry. (10 Marks)

## Ans 2.

## Introduction

A HR division's responsibility during repatriation is to stay in touch with the returnee to ensure that the transition can go as smoothly as possible. All the HRs are kept informed of the progress of the methods and vacancies regarding the various methods. During such a discussion, it is also important that the HRs try to set up the services after returning to their respective countries. Our team does an in-depth examination of most of the offerings that are considered good in size.

**Question 3. Ashok, the HR Director is a very proactive and a dynamic person. He believes that for building a successful MNC, it is important to give equal focus on both internal and external sources of recruitment. In this context, discuss the following:**

**a. Explain which different internal sources of recruitment Ashok will choose for an MNC.**

**Give examples. (5 Marks)**

**b. Since Ashok also believes that external sources of recruitment are equally effective, explain, with examples, what sources will he recommend? (5 Marks)**

## Ans 3.

## Introduction

In recent years, it has become possible to employ multiple types of recruitment methods to perform a job search. Mr. Ashok, the HR director of the company, has a preference for both kinds of recruitment methods. All corporations cannot be fitted into one system and it has to be

## Ans 3B.

**Introduction**

Among the chief sources of external recruitment for the recruitment process are the following:

**Government employment assets –** In many countries, such as India, there is a central authority organization where employed or unemployed people are able to add their qualifications and other related information for employment opportunities. It is free of charge to use these services.