**International HR Practices**

**April 2022 Examination**

**Q1. Florence is the HR Director of an international retail company. Recently, it acquired another small firm in Malaysia. Now, she has delegated the task of expatriate selection to her team. As a part of her team, what factors will you carefully consider while selecting the most suitable candidates for this project? Explain these principles, in the context of an international retail company. (10 Marks)**

**Ans 1.**

**Introduction**

There are a variety of things that HR can do to assist in with this process, such as: Set up informal introductions with colleagues prior to employees going on assignment. Encourage employees to utilize social media to establish relationships with their colleagues.

In many industries, the global perspective with an eagle's view isn't more a sign of success. It is essential to be competitive. Employers who work in other countries for strategic and operational reasons is now a common practice. PwC estimates that there will be a 50% increase in global Its Half solved only

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**Q2. Simon is the best digital marketing professional of Walrus Industrial Equipment Limited, an American company. He has been selected as the Training head for managing the company’s new subsidiary in Switzerland. As the company’s HR manager, explain the various stages of pre-departure training programme that you will organize for Simon. Do you think this training is necessary? Justify your opinion. (10 Marks)**

**Ans 2.**

**Introduction**

Simon is the top digital marketing specialist of Walrus Industrial Equipment Limited, an American company. He was selected as the head of training for the new subsidiary of the company located in Switzerland. As HR manager for the company, as well as the Training and Skills development encompasses a wide range of arrangements and activities, which include formal and informal training and job-rotation, traditional classroom courses internal and external. outside training collaboration with e.g. colleges, competency mapping, (personal) development

**Q3. The VP – HR of Augustus Engineering Ltd has decided to call a meeting of its HR department for debating over the best performance appraisal method for the company. The HR department’s opinion has always been divided between traditional and modern approaches to performance appraisal. Keeping the above scenario in mind,**

**a. Explain any two traditional performance appraisal methods most suitable for an engineering company. Why did you choose these two? (5 Marks)**

**Ans 3a.**

**Introduction:**

The employee **performance appraisal** is a method by which employers evaluate how employees performed their duties during a specific evaluation time. It is usually conducted semi-annually or every year.

It aids an organization in assessing the individual's abilities, accomplishments and progress. Sharing with employees how they have contributed to the growth of an organization will make

**b. Briefly explain any two modern performance appraisal methods most suitable for this**

**company and why did you choose these? (5 Marks)**

**Ans 3b.**

**Introduction:**

**Modern Performance Appraisal Methods:**

**Management by objectives (MBO):**Most of the conventional methods of performance appraisals are subject to the skewed judgements of raters. In order to solve this issue that Peter F. Drucker propounded an entirely new idea, specifically, the management of objectives (MBO) in