**International HR Practices**

**September 2022 Examination**

**Q1. Pranam electronics, headquartered in Chennai, is a well-known supplier of semiconductor chips to automobile companies across Europe, US and Asia- Pacific. As the business grew, they setup another new facility in the Philippines, to cater customers across the globe. Team of 50 members, comprising of technical, logistics, supply chain and quality experts are positioned. Out of which 5 are local hires and the rest have moved in from Chennai, France and US.**

**Though there is an administrative manager, but the teams report to their respective function heads in the parent country. In one year of operation, Pranam management has seen good improvement in business and registered significant profits. .Management would like to reward the team exceptionally for this contribution.**

**In the HQ there is a feeling that it’s only with the support of this team that they are able to function well. Hence, they should be rewarded instead of the Philippines team.**

**As an HR, What are the factors you will consider to setup a fair performance for expatriates?**

**Which method of performance appraisal will you choose to setup a fair evaluation and rewards mechanism for the Philippines team? What are the challenges likely to come up in the given scenario?** **(10 Marks)**

**Ans 1.**

**Introduction**

Business performance is defined as a business process that includes a combination of both input and output values. The electronics business is one of the major markets that help to operate the services and focus on market development through dispersing automated products. The business development of this business is linked to the changing of business into different locations. Such as in the Philippines, to check out both international and national degrees of consumers. The technological and logistics services are operated in business through analyzing the market modification and developing the marketplace values. The

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**Q2. One of the Indian IT Consulting firm, HQ in Gurgaon, decides to send its employees to Japan for 3 months. The company acquiring a new business and local recruitments will take some time. Meanwhile management decides to send its people from HQ to support acquisition. A team of 10 members is chosen, out of which 2 of them are senior executives from SriLanka & Dubai. You as HR manager given a task for training the team before their departure.**

**How will you conduct training Need analysis and what will be your pre-departure Trainings plan for this team? What could be the later issues / challenges the team might face after joining Japan office?** **(10 Marks)**

**Ans 2.**

**Introduction**

Company advancement includes several activities such as service efficiencies, enhancement changes, and advanced sequence business preparation with advantageous modifications and created training programs in the company. The training design and analysis are defined as the current level of organizations associated with established understanding and skills and explored the company demand with developed proficiency services degree. In addition, the individual identified and expertise level of services is offering the modifications based on informed services decision and managed the company analysis properly. The business

**Q3. SSI limited an Indian based IT company opens a subsidiary in London. Many internal IT consultants applied for Internal Job posting, and out of 20 applicants, 3 got the opportunity to work in London subsidiary. After 4 months, one of the employee wish to comeback to their home country, and he reaches out to you (the HR team). He says it is difficult for him to sustain in London with the current compensation, as cost of living is too high.**

**a. You did a deep dive. What, in your view, is the situation? What are the causes and how will you address this?** **(5 Marks)**

**Ans 3a.**

**Introduction**

The deep analysis of business concerns disperses the concerns and explores the reduction based upon services examination. The business solutions and services analysis takes care of the risk value and provides the business procedure. It will describe resolving concerns, taking care of the business process, and exploring the features

**b. Which approach or structure of International compensation, the company offered to the expat? What factors expat could have considered before moving to a foreign country?** **(5 Marks)**

**Ans 3b.**

**Introduction**

Standardized adjustments create the compensation of the international service for companies through exploring the aspects and assessing the evaluation of the service. The services strategies of organizations established the techniques and managed the international market