**International HR Practices**

**December 2022 Examination**

**1. Automobile spare parts Ltd, an Indian company, are planning an international expansion. The company has decided to start its manufacturing plant and office in Kenya. You have been appointed as a consultant to advise the HR Head of the company on undertaking International Human Resource Planning.**

**Explain 5 important points which you advise to the HR Head to undertake International Human Resource Planning**

**Ans:**

**Introduction:**

Human resource management is one of the most crucial company assets in this age of practical technological advancements and technical evolutions. Handling your worldwide HR successfully means setting out a proper technique to handle your global labor force. You can find the five excellent ideas for establishing a worldwide human resources strategy and managing your global

**What issues and challenges are organizations to be prepared for while operating in the International scenario? (10 Marks)**

**Ans:**

**Introduction:**

The organization is now part of a worldwide village with developing technology. There has been a dramatic paradigm change in how we view and interact. Managing a global labor force is a challenge. A strategic plan is needed to handle talent, agility, and cultural diversity. Today's companies do not just need to maintain and hire talent. But it likewise needs to be flexible

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

**You did a deep dive and reviewed the situation. What are the causes you could identify, and how will you address this?–**

**Ans 2.**

**Introduction:**

The living cost in London is relatively high. The housing market is an added complication of increasing house prices and rising rents, cost of living, and related expenses.

# Why is London expensive to live in?

**Housing:**

The UK housing market is a critical factor in the UK's price of living. The Prices have increased faster than inflation throughout the postwar duration. Increasing home costs do not straight

**Which approach or structure of International compensation does the company could have been offered to the ex-pat? What factors could have been considered before moving employees to a foreign country? (10 Marks)**

**Introduction:**

You might be used to a job in another location or feel the demand to relocate to progress your career. You may find it challenging to decide to relocate to work. There are lots of facets to consider. You are learning the elements you require to think of before you can assist you in

**3. Ace Engineering is Mumbai, India-based heavy engineering company specializing in transformer manufacturing and setup projects. It’s planning to set up a project management office in Warsaw, Poland. For this, there will be a team of 15 project experts moving from India and two from France to Poland for 6 months and will return to their home countries after 6 months, including a senior manager coming from France.**

**a. How will you (in the Global HR role) plan and prepare for the repatriation process for these returnees? (5 Marks)**

**Ans 3a.**

**Introduction:**

Repatriation is returning from a global task to the home nation after finishing a task or other concerns. Repatriation is the last action in the immigration cycle and involves the adjustment and re-entry of international managers and their families back to their home nations. The term can refer to the process of transforming foreign currency right into the money of one's very own

**b. What could be the challenges faced by repatriates while returning to their homeland? (5 Marks)**

**Ans 3b.**

**Introduction:**

More and more individuals spend their time abroad for a job or vacation. Many people think returning to your home country can be equally fun, comfortable, reassuring, and simple as returning house after a tiring day at the office. What are the most usual repatriation challenges