**International HR Practices**

**April 2023 Examination**

**1. Acme engineering is Mumbai, India- based heavy engineering company specializing in transformer manufacturing and set-up projects. It is now planning to setup projects. It is planning to set up a project management office in Warsaw, Poland. For this, there will be a team of 15 project experts from India and two from France to Poland, including a senior manager from France.**

1. **What is the pre-departure and post-arrival training you will plan for the team?**

**Ans 1a.**

**Introduction**

The case study provided is about the Acme engineering organization, a Mumbai-based Indian company. The company is a heavy engineering company specializing in transformer manufacturing and set-up projects. As stated inside the case study, it's far stated that the Acme engineering company is planning to install a project control office within the town of Warsaw, Polan

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1. **What are the top 3 challenges you, as HR Manager, foresee after the movement is completed to Poland?**

**Ans 1b.**

**Introduction**

With the company's growth, the need to plan more effectively to guide the employees on the international border becomes quite challenging. For the setting up of the new project management office of the Acme Engineering organization in Warsaw, Poland, the corporation has sent a group of 18 employees (who are experts in the field) to monitor the

**2. MM Mkt Company, a leading FMCG Company from Chennai, has recently expanded internationally. The Board of directors is contemplating a Pan Organisation Performance Management Policy. International Offices of the company would be affected due to this decision. Before finalization, the Board wants to identify the possible issues and challenges to international performance management.**

**You are hired as an expert to help the company to identify these issues and challenges. Point out those elaborately.**

**Ans 2.**

**Introduction**

The case in question no 2 concerns the MM Mkt organization, a Chennai-based corporation in India. The corporation is understood to operate in the FMCG (the acronym known as the short-moving customer goods) industry. Here, according to the context presented within the case study, it's miles stated that the Board of administrators of the MM Mkt company is planning to install a Pan organization performance management coverage to manage and operate all of its business. However, the Board of directors of the organization is also at the same time concerned about the consequences of taking such a step and measure. The Board

**3. The super solution is an organic dye manufacturing Company, Headquartered in Faridabad, India. Their environment and skin-friendly dues are in high demand with Indian and global Fashion houses, especially in Mumbai and US. They are a small firm of about 100 employees. They have got into a 20 years contract to fulfil the requirement of a new fashion house in Milan (Italy). As per the contract terms, they need two researchers, three quality experts, two logistics managers and one customer relationship manager based exclusively on customers.**

**HQ in Milan. The super solution has decided to go for local candidates, as it will be cost-effective and also in line with government guidelines to promote local talent. You are associated as an HR Consultant.**

**a. Before you start the recruitment planning process, what information do you need to acquire**

**Ans 3a.**

**Introduction**

The case study offered is set by the super solution employer, which is a natural dye company with its headquarters in Faridabad, India. Consistent with the case, look at the organic dye products produced by the employer are a favorite of many of the fashion houses in India and in countries outside

**b.)How will you decide on the recruitment strategy and choice of hiring a talented individual from the international labour market? Please detail the step-wise plan to fulfil these needs.**

**Ans 3b.**

**Introduction**

The recruitment process aims to attract appropriate candidates and employees for the business enterprise to attain the company's targets regarding the vacant task profile. The recruitment process is one of the most crucial techniques in ensuring the company’s fulfillment as it