**International HR Practices**

**Jun 2025 Examination**

**Q1. A multinational company is expanding its operations to a new country with a significantly different cultural and linguistic environment. They have assigned an expatriate manager to lead the new branch. However, within the first few months, the manager faces communication barriers, misunderstandings with local employees, and difficulty adapting to cultural norms, leading to low team morale and operational inefficiencies. Considering this situation, discuss the significance of cultural and language training for expatriates and suggest how organizations can effectively implement such programs to ensure success (10 Marks)**

**Ans 1.**

**Introduction**

In the dynamic landscape of global business, multinational companies often assign expatriate managers to lead foreign branches and ensure organizational continuity. However, when deployed in countries with starkly different cultural and linguistic settings, expatriates may face substantial challenges that hinder their effectiveness. As highlighted in the scenario, the absence of cross-cultural preparedness can lead to communication breakdowns, misinterpretation of behaviors, and diminished team cohesion. These issues not only impact individual performance but also disrupt organizational efficiency and employee morale. To mitigate these concerns, international human resource management must prioritize cultural and language training. Such programs are not just supportive tools but essential interventions that

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**Q2. ABC Global Inc. is expanding its operations across multiple countries, each with different labor laws, employee rights regulations, and compliance requirements. As the HR manager, you are tasked with ensuring that the company adheres to international employment and labor laws while maintaining operational efficiency. Analyze the key challenges an HR manager at ABC Global Inc. might face in ensuring compliance with international employment and labor laws. Discuss the implications of these challenges and suggest strategies to address them. (10 Marks)**

**Ans 2.**

**Introduction**

As globalization accelerates, companies like ABC Global Inc. are increasingly expanding operations across borders to tap into new markets, talent pools, and business opportunities. However, this expansion comes with a critical responsibility—ensuring compliance with diverse international employment and labor laws. Labor regulations vary widely across countries in terms of employee benefits, termination protocols, working hours, wage laws, and health and safety standards. For HR managers, navigating this complex legal landscape while maintaining organizational consistency and operational efficiency is a formidable challenge.

**Q3 (A) XYZ Global Corp, a multinational company, is expanding into multiple regions, including Asia, Europe, and Africa. The HR department is struggling to attract and retain skilled employees due to cultural differences, legal complexities, and varying talent expectations across regions. Despite implementing global recruitment policies, the company faces high attrition, ineffective leadership placements, and difficulties in aligning local and global HR practices.**

**Question:**

**As the HR Head of XYZ Global Corp, critically evaluate the key challenges faced in international talent acquisition and management. Propose strategic solutions that balance global consistency with local cultural expectations.**

**(5 Marks)**

**Ans 3a.**

**Introduction**

As XYZ Global Corp expands into culturally diverse regions such as Asia, Europe, and Africa, the HR department faces significant roadblocks in acquiring and managing talent across geographies. Although the company has adopted global recruitment strategies, challenges such as cultural incompatibility, legal restrictions, and differing workforce expectations are hampering its efforts. The consequences—rising attrition, leadership misalignment, and

**Q3 (B) XYZ Corporation is a multinational company expanding its operations in different countries. The management is debating whether to adopt a geocentric or polycentric staffing approach. Some executives argue that hiring local managers will ensure cultural alignment, while others believe that selecting the best talent globally will lead to better overall performance.**

**Based on the case scenario, analyze how the geocentric staffing approach differs from the polycentric approach in international HRM. Which approach would be more beneficial for XYZ Corporation in ensuring both global efficiency and local responsiveness? Justify your answer. (5 Marks)**

**Ans 3b.**

**Introduction**

As XYZ Corporation ventures into new international markets, the debate between adopting a geocentric or polycentric staffing model becomes pivotal. While some leaders advocate for hiring local managers to ensure cultural fit and regulatory ease, others argue that a global talent pool offers strategic advantages. The decision must align with the company’s goal of achieving operational excellence while ensuring cultural responsiveness. Choosing the right staffing approach will significantly influence organizational integration, employee satisfaction, and