



Programme	: BA (Hons) in Business Administration
Module	: International Human Resource Management
Term	: March 2021
Online Submission Deadline	: <b>Before or on 30th April 2021</b> <b>23:59 (Malaysia Time Zone)</b>
WordCount	: <b>3,500 words maximum</b>

### **ASSIGNMENT QUESTION FOR INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

#### **Scenario**

Bon Tours is a local organization in your country that is setting up its first international branch office in France. To increase the diversity in the workforce for the overseas branch, the management is planning to send some (at least four) of the existing managers who have opted to work abroad. At the same time none of the managers speak French or are familiar with operating a branch overseas. There will also be cross-cultural employee relation problems and organizational issues to be worked out between the local and the French offices.

You are a team member of the consulting group which has been hired to advise them on how to proceed with the plan. Critically assess the effectiveness of current practices in HRM that may differ between the countries and explain what is needed to make appropriate changes in the international Human Resource Management Strategies in the organization's corporate plan.

***Instructions for the Management Report:***

Your report (not exceeding 3500 words) should incorporate the following:

**(a) Executive Summary (5%)**

A summary of the entire report.

**(b) Introduction (10%)**

A brief introduction of the company and the current scenario related to Human Resource situations and practices.

**(c) Main Body (65%)**

Identify suitable theories and models in International HRM when undertaking this assignment and organize your report under appropriate main and sub-headings addressing the following areas:

- 1) Selection Process
- 2) Compensation Plan
- 3) Training Process

**(d) Recommendation and Conclusions (20%)**

Based on your research and findings, draw the appropriate conclusions on the suitability of the recommendations.

**(e) Citations and References**

Harvard-style reference system with in-text and end text referencing list.

Have a minimum of 8 references. (excluded in word count)

## Further Instructions

- Font Style: Times New Roman & Font Size: 12
- Line Spacing: 1.5
- Page Layout/Orientation: Portrait
- All the margins should be set about 25mm on both sides (i.e. left & right) of each page.
- Numerical Systems (e.g. 1.0, 1.1 and 1.1.1) should be used for each section and sub- section.
- Word count must be indicated on the cover page of the assignment.

**Important Note:** This assignment MUST be submitted on or before the due date which is the 30th April 2021

## Word Count

- Your word count should not include your reference list or appendices. You should provide your word count also at the end of your report.
- Exceeding the word count by more than 10% will result in a penalty of 10% of your marks for your work.
- If your work is significantly shorter, then you will probably have failed to provide the level of detail required.

### Assessment Grading Criteria

Classification	Mark(%)	Description
Distinction	70-100	As for "60-69 marks" band plus the following:  Shows clear evidence of wide and relevant reading and an engagement with the conceptual issues. Develops a sophisticated and intelligent argument. Shows a rigorous use and a sophisticated understanding of relevant source materials, balancing appropriately between factual detail and key theoretical issues. Materials are evaluated directly and their assumptions and arguments challenged and/or appraised. Shows original thinking and a willingness to take risks.
Merit	60-69	Shows strong evidence of critical insight and critical thinking. Shows a detailed understanding of the major factual and/or theoretical issues and directly engages with the relevant literature on the question set. Develops a focused and clear argument and articulates clearly and convincingly with a sustained train of logical thought. Shows clear evidence of planning and appropriate choice of sources and methodology/concepts/models.
Pass	50-59	Shows a reasonable understanding of the major factual and/or theoretical issues involved. Shows evidence of planning and selection from relevant sources. Demonstrates some knowledge of the relevant literature. Text shows, in places, examples of a clear train of thought or argument. Text is introduced and concludes appropriately.
Fail	<50	Fails to answer the assignment question or to develop an argument that relates to the question set. Does not engage with the relevant literature or demonstrate knowledge of the key issues. Contains clear conceptual or factual errors or misunderstandings.

#### Academic honesty

Please acknowledge all references and sources that you use in your work. This is not just good manners but also academic honesty.