

**NMIMS Centre for Distance and Online Education (NCDOE)**

**Course:** International HR Practices

**Internal Assignment Applicable for Jun 2026 Examination**

Assignment Marks: 30

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**Instructions**

- *All Questions carry equal marks*
- *All Questions are compulsory*
- *All answers to be explained in not more than 1000 words for question 1 and 2 and for question 3 in not more than 500 words for each subsection. Use relevant examples, illustrations as far as possible*
- *All answers to be written individually. Discussion and group work is not advisable.*
- *Students are free to refer to any books/reference material/website/internet for attempting their assignments, but are not allowed to copy the matter as it is from the source of reference.*
- *Students should write the assignment in their own words. Copying of assignments from other students is not allowed*
- *Students should follow the following parameter for answering the assignment questions*

<b>For Theoretical Answer</b>	
<b>Assessment Parameter</b>	<b>Weightage</b>
Introduction	20%
Concepts and Application related to the question	60%
Conclusion	20%

<b>For Numerical Answer</b>	
<b>Assessment Parameter</b>	<b>Weightage</b>
Understanding and usage of the formula	20%
Procedure / Steps	60%
Correct Answer & Interpretation	20%

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**PLEASE NOTE:** This assignment is application based, you have to apply what you have learnt in this subject into real life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the answers appear directly in the textbook chapters but are based on the content in the chapter

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**Q1** A multinational corporation is sending a senior manager and their family to a subsidiary in East Asia. The manager's infant son has complex medical needs, and the family is anxious about the availability of healthcare and cultural differences. The HR department must ensure a smooth transition, including medical arrangements, cultural adaptation, and language support. The company has limited experience with such complex expatriate assignments and wants to minimize the risk of assignment failure. Based on the scenario, how should the HR team design a comprehensive pre-departure training program to ensure both the expatriate and their family are adequately prepared for cultural, language, and medical challenges in the host country?

**(10 Marks)**

**Q2** An MNC with operations in Europe, Asia, and North America is facing challenges in designing equitable compensation packages for its expatriate employees. The HR team is debating whether to implement a standardized global compensation policy or adapt packages to local market conditions. Some expatriates feel undercompensated due to cost-of-living differences, while others believe the current system lacks transparency and fairness. The company's leadership is seeking a solution that balances internal equity, external competitiveness, and legal compliance across jurisdictions. Evaluate the decision-making process of the HR team in balancing global standardization and local responsiveness in compensation packages for expatriates.

**(10 Marks)**

**Q3 (A)** After completing multi-year assignments abroad, many expatriates at a global consumer goods company report difficulties in readjusting to their home country, loss of professional status, and lack of opportunities to apply their international experience. As a result, the company is losing valuable talent shortly after repatriation. The HR team is tasked with developing a new repatriation strategy. Propose a comprehensive repatriation strategy that supports returning expatriates and their families in readjusting to their home country.

**(5 Marks)**

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**Q3 (B)** A project team in a multinational engineering firm consists of members from the US, India, Germany, and Brazil. Recently, cultural misunderstandings have led to conflicts, miscommunication, and a decline in project performance. The HR manager is asked to develop a strategy to resolve these issues, promote cultural understanding, and rebuild trust and collaboration within the team. Create a cross-cultural conflict resolution strategy for an international team experiencing misunderstandings and reduced collaboration due to cultural differences.

**(5 Marks)**

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