

# Spanning the globe – intern. hr essay



**ASSIGN  
BUSTER**

This could be a reason for the failure of the hired assignment. In my opinion one problem is the insufficient preparation for the assignment to India, caused by Fred himself on one side and by our company on the other. It appears that he was not trained adequately by Tex-Mark, but it may be also the issue, he did not want to or had no time for the peradventure activities provided. As you know, it was a last minute replacement for another engineer who was not able to fulfill the assignment, as his father was diagnosed with a serious cancer.

This happened just two weeks before the family was about to depart. Within a time frame of two weeks, it seems more likely to be difficult providing an effective pre-departure training. Tex-Mark usually instructs an outsourced firm to brief the employees before they leave. Additionally the employees shall participate in 'interviews and conversations' with colleagues with country experience. Besides Tex-Mark provides language courses to make sure the employees 'survive' abroad, mostly these courses last from eight to twelve weeks.

Hence he did not get the chance to experience these benefits, this may be one of the reasons, the assignment to India did not go very smoothly. As a result of not participating in the pre-departure activities Fred and his team were not able to handle the procedures in India, dealing respectfully with the government agencies and they did not meet the schedule. I take for granted that he was not speaking the language, therefore probably a lack of integration and acceptance. It may also appear that he had no life satisfaction during the assignment and did not meet the intercultural requirements or even had a cultural shock.

Fred and his team were not aware of the cultural differences awaiting them in India. Moreover Fred has been disappointed by Tex-Mark (a previous Vice President), as a position was promised to him in Durham, but given to a younger resident employee. For that reason the relationship between the us and Fred was unharmonious anyway. The fact that I did not keep quiet about the discontent of the assignment, played a part in contributing to Fred ' s last statement, which showed his dissatisfaction.

An alternative could have been to postpone the assignment to make sure, Fred will get the briefings, courses and meetings, he needs to succeed in the assignment and remove to be aware of the upcoming events in this unknown to him culture. That implies the knowledge about the cultural differences and the way to deal respectfully with public bodies. On the other hand our firm should also provide the mentioned services at the final destination along with the in-country training.

It may appear more often that our employees are not able to participate in the pre-departure activities and leave their honeymooner without any familiarity of manners and customs. Finally Tex-Mark could provide additional service, for example arrange a eating with a domestic colleague, who takes the expatriate by the hand and makes sure he familiarizes with the given situation, in general speaking a ' buddy system'. Nevertheless you can expect an employee to be careful and thoughtful even without any briefing, going abroad to perform on a companies behalf to make sure not to disappoint the employer.

Our company awaits personal responsibility from our employees. This connotes to undertake independently learning by doing, trying to study and understand the ways of procedure autonomously. For the next meeting I hope, Fred will calm down and also realize that he was not performing on his best. From my point of view, I will bring up the fact that it may have been better to train him properly before sending him to a country with unknown culture and without much or none to speak of intercultural training. I assume this will calm the waves. . How will your proposal solve the problems you have defined? In my opinion my proposal would have solved the adjustment problems, I have mentioned. Fred would have stayed in San Antonio for approximately one month longer to make sure, he is well prepared for the assignment in India. He would know how to perform better and about the cultural imperatives in India. Further Fred would have been aware of the cultural significance and would have been able to profit from the experience colleagues have made.

The assignment would have started hassle-free for Fred and would have given him the time to assimilate. 3. How can you defend your solution from the budgetary concerns)? (wee Kahn man dies L¶sunglassætweeze von den finalized Bedecked hegemony). In what way is your approach both a solution to the problems of expatriates at Tex Mark and a good economic investment? Indeed, the budgetary concerns are Justified, because the costs for Fred staying longer in San Antonio would have increased and our company would have to bear these costs.

As it would be costs for living (short term accommodation), last minute cultural training and language courses, fees for flight changes, salary and

ancillary wage costs. Relatively speaking, these costs would be anyway much lower than the costs for the assignment we have to pay now. The assignment should have last eighteen months, but was elongated to three years. If o compare the costs, you see the advantage of the proper preparation. We should have been awake of this situation before and act assiduously.

Step back out of the role 1. Does Erie's personal background assist in his assessment of the problems he faces? 1st Erie's background MIM bullfinch dabbed, um die Problem burliness oz k¶NNE? Absolutely, it helps Eric to face the problems arising in his position. As the case mentions, Eric has lived in San Antonio, USA and studied History and Spanish. He was traveling in Europe and he speaks Spanish, English, French, Italian and German. He also started a language course in Mandarin, which is known as a really hard language to learn.

You can tell, he is good at languages and enjoys variety of cultures. You need to be passionate about traveling, meeting new people, gaining travel experience and to put it in a nutshell you need to have a 'travel bug' to enjoy yourself. It seems he is in the right position at Tex-Mark, he had been with Tex-Mark for five years now. He appears well-suited for this Job. For the challenges Eric approaches in his work field, you need to have a 'global mindset', also be aware of ultra differences and be able to manage HER in foreign environments. . Wicked you have approached this situation differently? If so, what benefits would your different approach provide for Tex-Mark? Indeed, I would have tried to fill the position in India with a local envelope just to bridge the time until Fred would have been well prepared

for the assignment. In my opinion, it is more of a benefit for each party involved, when you try to overcome this problem in the long turn. This meaner the costs would have been half the average as they are now because of the extension of the assignment.

Maybe it would have been a challenge for the colleagues in India to carry on the Job, but it would have solved the problems that has come up. Obviously it would be more expensive in first place but as I mentioned, it would have been cost-cutting in long turf. Otherwise I would have also tried to advertise this position within Tex-Mark and maybe I would have filled it with an employee, who is right for the Job and is already country experienced. If this was not the case, I would advertise the vacancy in newspapers, on the internet, on our web page and also hire a headhunter.