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| Assignment Title | IHRM post-COVID 19 |
| Type of Submission | Individual report |
| Weighting of the assignment in the overall module grade | 50% |
| Word Count/Time allocation (for presentations) | 2,000 words (+/- 10%, excluding log sheets, executive summary, references, and appendices) |
| Format | Page formatting requirements:  A4 – paper size  Font - 12-point  Margins - 2.54 cm on all sides  Line Spacing - 2 |

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| Assignment Task | |
| The task is to write a case study report analysing the international HRM (IHRM) policies and practices in the multinational enterprise (MNE) of your choice. You are asked to:   * Choose ONE of the following IHRM areas: * International recruitment * International selection * International performance management * International compensation * Choose ONE multinational enterprise (MNE), which is headquartered in any country in the world. Before finalising your choice of MNE, check that sufficient information on the company is available to undertake the required analysis. A 2022/23 annual report together with other recent sources such as websites, newspaper articles should be sufficient. * Use academic theory (models/frameworks) to examine their current IHRM policies and practices in the chosen area and discuss the challenges post covid-19 pandemic that the MNE is facing or will face to implement their current IHRM policies and practices. * Write recommendations about how the chosen MNE should deal with the challenges post-COVID that is analysed above. * Include a cover sheet, table of contents, executive summary, introduction, analysis， recommendations，conclusion, and a list of references. | |

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| Allocation of marks | |
| Section/element | Allocated Marks |
| 1. **Executive Summary**  * A summary of the whole report covering:   + A brief overview of the Company   + A summary analysis of what you have found in your report.   + Recommendations of your report based on your analysis.   + **No more than one page.** | **10 marks** |
| 1. **Introduction**  * What are you going to tell the reader in this report? Introduce the purpose of the report, the MNE you have chosen, and the structure of the report. * This is **NOT** the same as an Executive Summary * Tip – refer to the assignment task | **5 marks** |
| 1. **Analysis**  * Identify the current policies/practices for your chosen area (international recruitment, or selection, or international performance management or international compensation) in the chosen MNE. * Use appropriate academic theories (model/frameworks) to analyse if the current policies/practices are working well. Explain the challenges post-COIVD that may have and/or will influence the above policies and practices for the chosen area. * You should choose one of the four areas (international recruitment, international selection, international performance management and international compensation). Do not focus on all four. | **40 marks** |
| 1. **Recommendations**  * What should the chosen MNE do to deal with the influence/challenge post-Covid that is analysed above? Explain why. * The recommendations should directly flow from your initial analysis in section 3. * Include the possible solutions for the MNE to move forward into 2024 and beyond. | **30 marks** |
| 1. **Conclusion**  * Summarise your key arguments in this report. * Briefly highlight the importance of your report to the MNE (or other firms), Human Resource professionals, senior management, and employees. | **10 marks** |
| 1. **References**  * References need to be directly relevant to the topic. * Include both academic as well as practitioner sources. * It should be of one page | **5 marks** |