Unit 10 Seminar

[Name of the Writer]

[Name of the Institution]

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**Question 1**

Global business uses staffing policies that best suits the type and structure of the business. This is the reason that there exists multiple approaches and sets of staffing policies that includes Geocentric, ethnocentric and polycentric approachews (Hill et al., 2017). Each of the staffing policies approach is different on the basis of their strategic appropriatness, type of business, advanteges and disadsvanteges. As polycentric policies are best for the localizaton of business than that of geocentric policies which strives for the globalization of the buismness.  **Question 2**

One of the significant challenges faced by the management in foreign assignment includes the premature return of the expatriate manger. As the geocentric and ethnocentric staffing policies highly relies on the expatriate managers and their early return affects the firm. The challenges with the expatriate mangers includes their family problems, mangaer’s inability to cope the bulk of responsibilities and to adjust overseas, difficulties with new environment (Hill et al., 2017). Hence, in other words all these challenges are associated with the foreign assignments and management has to look for the solution on right time.  **Question 3**

Challenges faced by HR regarding the performance aprraisal and compensation majorely includes the biasness of the Host country bmanagers towards their reference frame and that makes them to be biased towards the expatriates (Hill et al., 2017). Morerover, to cosnsider the challenges of HR in the global compensation system, it includes the adjustment of compensation system to the national economic difference as well as the suitable system for paying the expatriate managrs in an unbiased manaer. These challenges are the crucial ones for HR and they mustr be resolved in the inirtial tages so that it does not affect the organizational culture along with the performance of business.  **Questrion 4**

The Global Buisness course has been very informative and interesting in the way of learning about the procedures that are used in the global business. Moreover, it was also very helpful in learning about the key challenges that are faced by global business at each step. Overall, the experience with this course was able to provide me with the insight about the existing scenario of global business.

**Reflection**

Hill, C., Hult, T., Wickramasekera, R., Liesch, P., & MacKenzie, K. (2017). *Global Business Today Asia-Pacific Perspective*. McGraw-Hill Education.