

CHICAGO

by Chicago Chicago

Submission date: 20-Sep-2018 09:06AM (UTC+1200)

Submission ID: 1004884197

File name: Chicago_food_aand_beverage_company.docx (18.51K)

Word count: 909

Character count: 4815

Name

Institution

Date

Case Study

1.

The policies in multinational subsidiaries that set the premise for local workers ratio to expatriates are referred to as staffing frameworks. The ethnocentric framework in this case study is the staffing framework that I recognize as the one dominating. The top-level executives of the parent company are from America. A perfect example from the case study is when Mike Shannon was replaced by Paul Fierman in March 2004 as the CFO Vietnam General Director. Paul Fierman was a United States Expatriate (Dopson, Dopson, Hayes, 2016)

Ethnocentric framing strategy common characteristics include all top managers hiring from the same country as the parent company. More than foreign, there is the valuation of the culture of the parent company and the result is that to the subsidiary management transferring it. Corporate culture preservation is this type of framework advantages in that individuals familiar with the operations of the parent company lead the subsidiaries. Employees opportunity to work abroad is another advantage and such as exposure giving. This increase the creative and critical skills of thinking and continuity. "This is in the instance of mitigating by the parent company the risk of goods manufacturing that in the global standards are not in line since there is already prior knowledge by the management of operations comparisons." (Cutler, 2000)

2.

This type of staffing framework would affect the ability of Paul in getting things done. This is because one of ethnocentric framing strategy risks is that the company will try to make Host Company individuals adapt to the culture in that country. People from the home country with skills will be denied to their full capacity using. This is due to the fact that there

is decreasing of cooperation and motivation through being offered positions that are of low-level.

3.

In a case of this nature, I think there is another staffing framework that would be better. The short-term staffing framework, in this case, would be better for Paul because, in matters of international management affairs, he was not experienced. It was unfavourable placing him for the next three years in this position. Gaining exposure to international market was Paul focus and not his performance. It was an indication by Paul through becoming discouraged after six months only that. In the ethnocentric framework, he should not have been placed. Since for the next six months he would have to hang though, it was suitable for Paul to have one year (Dopson, Dopson, Hayes, 2016)

4.

According to the information that is in the case study, Paul wants this job because in matters his professional career wants to reorient it towards management overall positions in the Chicago Food and Beverage Company. Paul also believes that since he has a masters in international management course he is qualified since he too this to fulfill his mission of general managerial positions in the company. However, since he lacks experience in working internationally, I feel like Paul in this position is not a good candidate. Instead of having the interest of the company in his mind, he is possessed by self-interests (Cutler, 2000)

5.

The expatriate management in general in order to identify the candidate who is right to a position should have mechanisms in place. Using expatriates in the business, the purpose of

the organizations is for them to knowledge gaining in the culture of the business in foreign countries. Employees placed in a foreign country should be ensured that they have exposure and experience by the expatriate management in operating the business internationally.

The comments on the expatriate recruitment policy in particular that I would make is that there should consist of the potential candidates having experience by the expatriate recruitment policy in the international market. Between internationally versus locally managing a business, there should be aware of the organization.

6.

There are different methods of expatriate compensation that I have realized. A different compensation package is being received by Peter than the Hong Kong expatriate. Living in Vietnam is cheaper than living in Hong Kong. In the package of compensation that are some benefits that in this package don't exist. From his compensation, the housing and car benefit of Paul is deducted where there is no deduction of the Hong Kong expatriate. The different compensation methods advantages are that the differences in the package content would depend on the country and for the staff working in a country that is highly progressive is advantageous. The disadvantage is that for someone who is a less progressive country is stationed, it will be a disadvantage having less of the benefits.

7.

In order to improve the compensation satisfaction of the expatriate, I would suggest the US headquarters human resource manager to do the following. When expatriates compensation package is being created, to fairness ensuring, the compensation package should have content that is the same. The nature of employment is one of the considerations that need to be identified by human resource. The only difference should only be tenure

within the company. “Other benefits and allowances should be the same since the same line of work are what all the experts will have.” (Dopson, Dopson, Hayes, 2016)

References

Cutler, I. (2000). *Jewish Chicago: A pictorial history*. Chicago: Arcadia.

Food & beverage market place 2008. (2007). Millerton, NY: Grey House Pub.

1

Dopson, L. R., Dopson, L. R., & Hayes, D. K. (2016). *Food and beverage cost control*.

Hoboken, N.J: John Wiley & Sons.

CHICAGO

ORIGINALITY REPORT

4%

SIMILARITY INDEX

3%

INTERNET SOURCES

2%

PUBLICATIONS

4%

STUDENT PAPERS

PRIMARY SOURCES

1

Submitted to Southern Cross University

Student Paper

2%

2

www.coupletherapyaustralia.com

Internet Source

2%

Exclude quotes Off

Exclude bibliography Off

Exclude matches Off