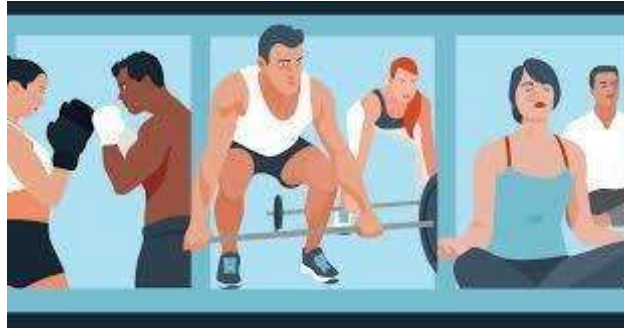




Background:

Fit 4 Life is a fitness chain throughout the United States. They recently decided to open up four new gyms in Florence, Italy, with the objective of growing the organization globally and establishing an international presence.

The premise of Fit 4 Life's strategy is that clients use gyms as a social event. They promote clubs, small groups and large events throughout the month to encourage clients to come together socially as well as to work out. Each club has a general manager and 3-5 fitness instructors who provide support for the clients and the events.

The organization has decided to use this expansion as a pilot project and if all goes well, they will consider spreading out across Europe and South America. This is a strategic endeavor, so it is important that the organization finds an effective formula to operate successfully in the global arena.

The organization has hired you to provide consultation on how they should proceed.

Part 1 (Due at the end of Tue July 13)

This assignment allows you to demonstrate mastery of the course outcomes 3 and 4:

- **Identify the key challenges and trends in the changing globalized workforce in order to implement effective human resource practices**
- **Analyze and assess global human resource policies, practices, and functions in order to meet an organization's goals and objectives while maintaining the values and traditions of the local culture**

You are part of the HR department. Your supervisor asks you to write a memo to management that explains recruiting, selecting and staffing U.S. and Local employees for the new clubs. Some of the questions they would like to see addressed are:

1. What are the different sources of staffing and which one would be recommended for these new clubs? (Both the general manager and the instructors)
2. How should recruiting be carried out?
3. What kind of selection process should be used?
4. Create a Job Description for the manager's role.

Respond to the management with a memo. HOWEVER, WHAT YOU TURN IN WILL LOOK VERY MUCH LIKE A PROPER APA-FORMATTED PAPER. Respond to each question and give a suggestion on how the club should proceed.

Be sure to support your suggestions with both the literature and current facts or statistics that you research for this task, as well as information from the course. You should use at least three REFERENCES from OUTSIDE the class materials.

See more, soon, on writing papers.

Part 2 (Due at the end of Tue 7/27)

This assignment allows you to demonstrate mastery of course outcomes 2 and 4:

- **Distinguish national and global culture and the impact they have on the globalized workforce in order to contribute to human resource practices across countries and cultures**
- **Analyze and assess global human resource policies, practices, and functions in order to meet an organization's goals and objectives while maintaining the values and traditions of the local culture**

The management team has now hired 4 managers, who are PCNs (parent country nationals). Now they need to figure out how to develop a compensation plan that is aligned with the company's compensation but also takes into consideration the host country's financial situation. You are asked to:

- a. Put together a compensation plan along with a balance sheet (see example I week 5). Assume that the base salary of a manager in the U.S. is \$5,500 a month. You may need to do some additional research to find out what taxes are in Florence, what is a typical housing allowance, and cost of living. Your balance sheet should reflect monthly amounts.
- b. List the top three benefits that should be offered to the expatriate. Explain why you chose these as the most important. Make sure the cost is included in your balance sheet.

Review the Balance Sheet Approach to Compensation in the course file "Global Compensation" in week 5.

Use at least three course resources for this assignment.

Part 3 (Due at the end of Sat 8/7)

This PowerPoint assignment allows you to demonstrate mastery of the course outcomes 1 and 4:

- **Demonstrate the inter-cultural competencies of an effective citizen**
- **Analyze and assess global human resource policies, practices, and functions in order to meet an organization's goals and objectives while maintaining the values and traditions of the local culture**

The organization has hired four general managers. The success of these managers is vital to ensure the success of the expansion into the international market. You are asked to propose the content and format of a 5 day training program for the new managers. Typically, this will consist of some pre-departure training, as well as some in country training upon arrival.

Your task is to put together a proposal for the training program. Your proposal should include three sections:

- a. Importance of Training. Explain why training is such a critical factor in expatriate success. Present an argument for this, using literature and statistics. See: “Learn to support your arguments” in week 7 readings.
- b. Importance of Intercultural Competency. Describe intercultural competency and why it is important for these managers. How are you going to assess intercultural competency? How are you going to include this in the training?
- c. Proposal for 3 day training. Create an agenda for three days of training. Include topics to be addressed and rationale. See example:

Day	Topic	Rationale
1	Introduction to Fit 4 Life	Managers need to know background and history of organization in order to create organizational culture in the new clubs (Shumer, 2019).

Use at least three non-course resources for this assignment. This Third assignment is a PowerPoint presentation. IT is due on/before Sat 8/7.