**Case study analysis**

**HRM – International Human Resource Management**

**Independent Practice Assignment #1**

**Case Study – Fish to Go Is Going Places**

From Human Resource Management, v. 1.0, by Laura Portolese Dias, Flatworld Knowledge Publishers.

Your company, Fish to Go, is a quick service restaurant specializing in fish tacos. Your success in the United States has been excellent, and your company has decided to develop an international strategy to further develop your market share. As the vice president for human resources, you have been asked to develop an international staffing strategy.

The organization has decided that it makes the most sense to hire host‐country nationals to manage the restaurants. Your current Fish to Go managers earn upwards of $45,000 per year, plus 2 percent profit sharing. The organization is also looking to you to determine and develop a comprehensive training program for your host‐country managers. A training program is also needed for employees, but you have decided to wait and develop this with input from the host‐country managers. Fish to Go has identified Mexico and the UK as the first two countries that will be entered.

Perform the necessary research to prepare a PowerPoint presentation to the board of directors.

1. What are the advantages of choosing a host‐country national staffing strategy?
2. Develop a compensation plan for each of the two countries, revising the current compensation for managers in the United States, if necessary. The compensation plan should include salary, benefits, and any fringe benefits to attract the most qualified people. The plan should also address any legal compensation requirements for both countries.

Develop an outline for a training plan, making reasonable assumptions about the information a new manager would need to know at Fish to Go.