

Internship Projects 2016

CLUJ-NAPOCA

Department: HR Shared Service

1. Global Taxation Within a Multinational Company

Directly involved with the International Assignments Cash Flow team, helping them in the Tax Return Process. Analysis of the tax system differences between countries and the impacts of the payroll system in the multinational companies. Also, analyze what tools the companies use in order to achieve equity.

Candidate profile:

Specialization: Economics & Business Administration (TAX, Fiscal Science)
Logical thinking, appeal for numerical data
Good Excel skills, English proficiency.

2. International assignees database

Create a database that contains all the information needed during the management of the assignment (assignment details, family composition, benefits details and follow up, etc.) for TENARIS International assignees (about 250 actives) with a desktop application.

Candidate profile:

Specialization: Economical Informatics; IT; Computer Science; International Relations
Java programming using NetBeans or other similar free program; SharePoint

3. Process Improvement: Reporting

Develop databases (Access, Excel) using macros for current report used in HR SSC (all sub-areas)

Candidate profile:

Specialization: Economical Informatics;
MS Office, Excel advanced (Macros knowledge); critical & analytical thinking

4. Work Instructions Development and Update

Improvement or update of 2 work instructions/area

Candidate profile:

Specialization: Economics, Sociology, Human Resources, International Relations
Excel, Italian, MS Office; focus on improvement; critical and analytical thinking

Department: International Assignments

5. Factors involved in the success of International Assignments in a global organization

By analyzing historical data from within the company, and also based on the available literature, identify the main factors that can predict the success of an international assignment and propose courses of action for increasing the rate of success within the company.

Candidate profile:

Specialization: Sociology, Psychology, Economics
English, Research methodology, Human Resources management