

EXPATRIATE IN PARIS

1. INTRODUCTION

Topic(s) of the EER: The main concepts of International Human Resource Management

Target age groups or profiles: Human Resource Management program master students, studying *Human Resource Management in International Organizations*; 30 participants

Summary of concrete examples where the EER can be implemented, or how to adapt it to

different groups: Students or other people who are interested in International Human Resource Management

Duration: 30 minutes.

2. OVERVIEW

Learning objectives: Understanding the main concepts related to international employees.

Playing this digital educational escape room students repeat the main concepts related to international employees. It helps them to prepare to further tasks and final exam.

Story is about assigned expatriate, working in Paris:

"You are sent by your company to Paris. However, you realized you have lost your passport. One man found it but he asked you to solve the clues. If you will not finish it in 30 minutes, you will be late to your plain.

This is an escape room, so have a good look around, collect clues, and solve puzzles." (see Fig. 1).

Explanation for players is provided as following

"First, scroll down and read the questions so you know what you are looking for. Then click away on the images to find your answers as quickly as possible!" (see Figure 2).

3. PRE-GAME BRIEFINGS

Structure: Open puzzles

You, as an expatriate who is residing in Paris.

4. DESCRIPTION OF THE EER

3 main puzzles are used in this DEER.

The game could be accessed using following link <https://sites.google.com/view/expatriate-in-paris/pagrindinis-puslapis>

Puzzle 1. LANGUAGE

The movie 'The Italian Man Who Went To Malta' on YouTube is given to watch and identify a challenge related to intercultural communication topic (see Figure 3). The link to the movie could be activated by pushing the bird in the picture (see Figure 2). The students must identify the main problem presented in the movie and answer to question: "Your friend traveled to Malta and faced challenges there. What was the issue? (8 CAPITAL LETTERS)". The support for this task is provided in hints page (see Figure 6).



Puzzle 2. EUROPE

This task is related to expatriation. Four hunts are provided, which could be solved in free order as open puzzles (<https://www.flippity.net/sh.php?k=1LNqh-W0v6KC8XgbOYNS7MHSt26UU-foXPdyigaolp8k>) (see Figure 4). These four questions are the following:

1. Country with the Highest Percentage of Expatriates
2. Which continent is not included to top 10 preferred countries to live for expatriates?
3. Which country is in the middle of Linear active and Reactive national cultures?
4. The most popular destination in the world for UK expats

This puzzle answers the second question: “Expatriates move around the world. Open the locks and find one of not mentioned continents (CAPITAL LETTERS)”. The link to the task is activated by pushing on the ball (see Figure 2). The support for this task is given together with the hunts and also in the hints page (see Figure 6).

Puzzle 3. SIES (see Figure 5).

This puzzle includes a crossword with seven words (see Figure 5). All these words are related to the types of international employees. Solving this puzzle enables us to answer the following question: There are many types of international employees in the world. Solve a crossword and enter LETTERS according to numbers 1472 ‘ The support for this task is provided in hints page (see Figure 6).

5. FINAL REFLECTIONS

The game for students was provided when working online in 2021 and in physical classes in 2022. After the game, reflections from participants were received. The active and interesting mean for repeating material and recalling the main topics of IHRM and the main types of international employees was highlighted. Both times, game was successful.

6. OUTCOMES / IMPACT

This DEER was applied in classes on the subject “Human Resource Management in International Organizations’. Students were excited by this kind of activity. Therefore, this task was used the following year also. Additionally, DEER were applied in other subjects. Moreover, KTU Edulab mentors started teaching educators how to create DEER using Google forms. Finally, an example of DEER was introduced for educators from all over Lithuania, who participated in the Quality day of Kaunas University of Technology, Lithuania.

7. LESSONS LEARNED

Some groups of students faced the challenge of working as a team and share responsibilities. Others were trying to ‘speed up’ by looking for support on the hints page rather than putting more effort on individual knowledge.

The most successful moments were when the teams shared responsibility, looked for puzzles, discussing, and tried to answer questions. They enjoyed being together, gained a good mood, repeated material, and behaved as successful teams. Six teams of eight succeeded in finishing the task in a given 30 min.

8. CONCLUSION AND FUTURE OUTLOOK

DEER is a small activity that engages students in teamwork and solving puzzles together. It is growing in popularity among educators and students at Kaunas University of Technology. We hope to start using physical and hybrid escape in the near future. The MOOC of the UNLOCK project will give an opportunity for other educators to become familiar with escape rooms and to start creating and using them.

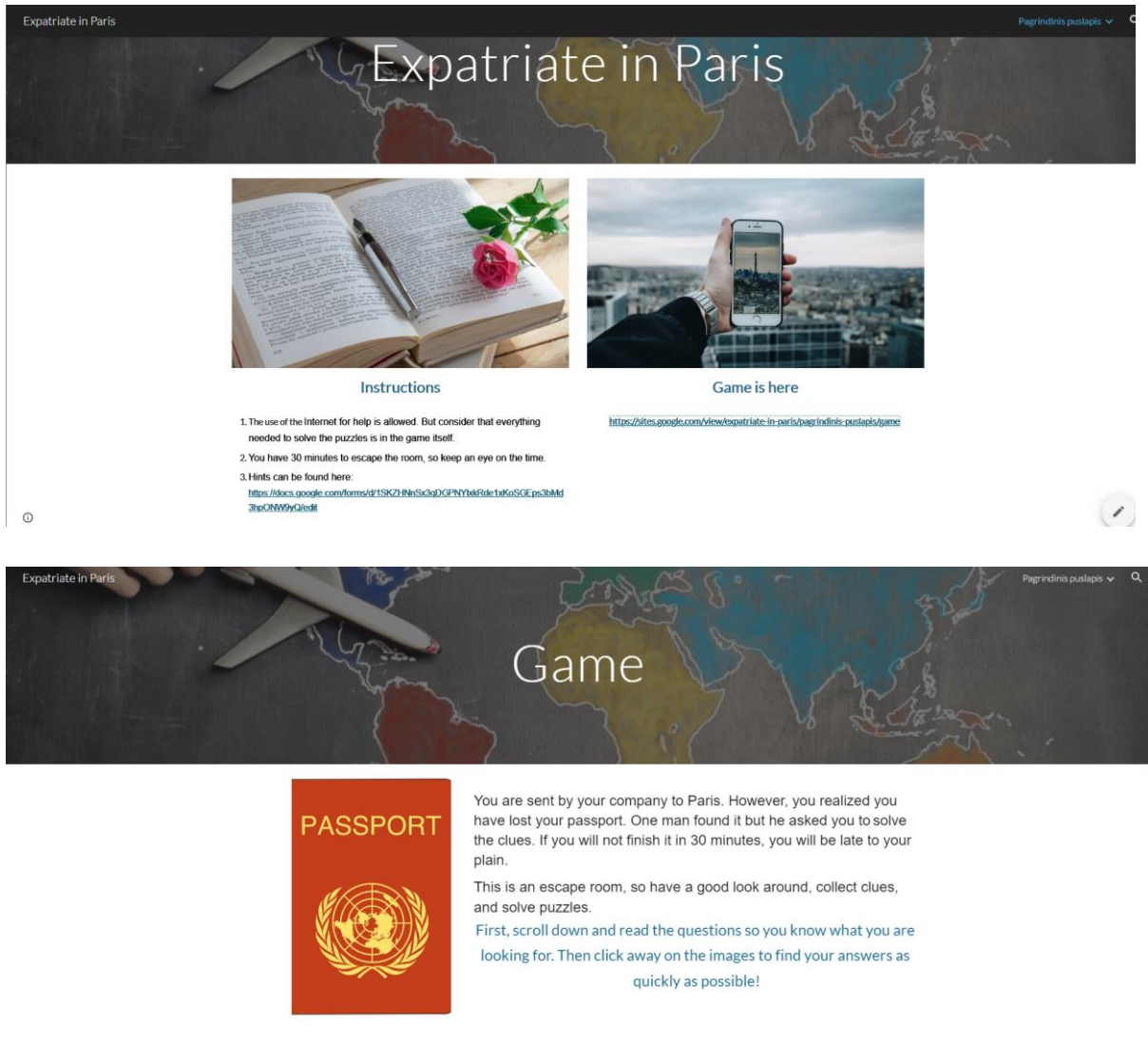
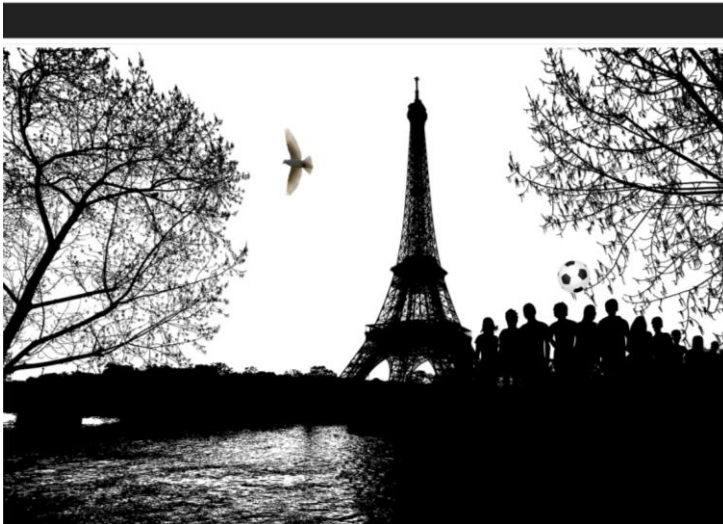


Figure 1. Introduction to the game



1. Your friend traveled to Malta and faced with challenges there. What was the issue? (8 CAPITAL LETTERS)
 - LANGUAGE _____
2. Expatriates move around the world. Open the locks and find out one of not mentioned continents (CAPITAL LETTERS)
 - EUROPE _____
3. There are many types of international employees in the world. Solve a cross-word and enter LETTERS according to numbers 1472.
 - Jūsų atsakymas _____

Figure 2. The main picture and questions of the game



Figure 3. The first puzzle



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Figure 4. The second puzzle

Complete the crossword, then click on "Check" to check your answer. If you are stuck, you can click on "Hint" to get a free letter. Click on a number in the grid to see the clue or clues for that number.

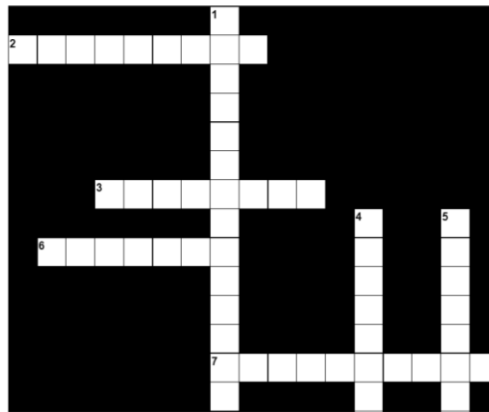


Figure 5. The third puzzle

Hints for Expatriate in Paris

Formos aprašas

1st hint. Look for the answer in this website

<https://nature.berkeley.edu/ucce50/ag-labor/7article/article01.htm> see in Commonality of humankind

2nd hint. Look for the answer in these websites



Vaizdo pavadinimas



3rd hint. Download the crossword using Chrome, push on number and you should be able to fill it online. See for the answers in https://www.researchgate.net/publication/305392950_The_concept_of_business_expatriates



Figure 5. The hints page