Tenaris Silcotub

Internship Projects 2016

ZALAU

Department: Human Resources

1. **On-boarding Program**

   Simplify the formal on-boarding process required by Staffing Procedure by elaborating specific on-boarding programs for each department and sub department together with area responsible. Define the needs, adjust the form, incorporate training and agree with the manager the normative/key meetings and overlapping topics. Define standard On-boarding Program for Interns.

   Candidate profile:

   Specialization: Sociology, Psychology, Letters, Communication & Public Relations, Others
   English advanced

CLUJ-NAPOCA

Department: HR Shared Service

2. **Work Instructions Development and Update**

   Improvement or update of 2 work instructions/area

   Candidate profile:

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

Department: International Assignments

3. **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