

TEACHING NOTE

Introduction:

This case is about a British expat Anton Casey whose comment about the “poor Singaporeans” went viral on a social networking media. Anton Casey had put the country of Singapore to rage with disrespectful comments. Anton Casey worked for a firm Reapinvest, which provides wealth services to the rich individuals of Singapore, yet he called the country poor! Anton Casey was now an outcast and had started to receive life threatening calls. The experience of it was horrendous to both Anton Casey and his family. They finally had to leave the country and move to Perth, Australia to feel and be safe. The rage had burnt the fellow expats of Singapore who for no reason were being spoken about.

The case describes the failure of an individual in understanding the culture of the host country and the rightness of morality.

Objectives of the case:

1. To introduce the students to the concept of expatriation.
2. To bring out the importance of a company in helping its expat employee in understanding the native culture.
3. To illustrate the importance of expat behavior.

Usage of the case:

1. This case can be used in the context of understanding the cultural differences.
2. This case can be used in the context of training an expat in the IHRM.
3. This case also helps in understanding the personality traits of individual.

Questions for discussion

1. Should Anton Casey be forgiven?

2. Is the punishment worse than the crime?
3. Should Reapinvest be held responsible for not guiding its expat employee?

Justice should be meted out, but in a civilized society, one need not gloat at the fallen. To maintain a largely civil society, punishment should not be celebrated. That one would revel in another's punishment, whether deserved or not, reveals a nature which lacks empathy, a very important property of graciousness.

Empathy for your fellow human being, no matter how bad that person, is a large part of what makes us humans.

It is indeed hard to reach for empathy and understanding, especially when one gets swept up in the emotions that such offensive conduct invariably brings out in us. Yet we must do so, to resist the tide of least resistance that would sweep us into concurring or even celebrating the condemnation of others who offend people like us.

The herd mentality has historically brought out the worst in human beings, because it stops us thinking as an individual, and doesn't allow us to find our moral compass.

A Note About Singapore Expat Community:

The population of Singapore stands at 5312.4 million as of 2012, out of which 533.1 are the permanent residents' population. Singapore's population could rise by up to 30 per cent by 2030, with foreigners making up the bulk of the increase. The city-state already has a high percentage of foreign workers, who currently make up 38 percent (permanent residents and non-permanent residents) of the total population, which has caused tension among local residents. With an extra one million foreigners relocating to

Singapore by 2030, this would leave Singaporeans only just in the majority as 55 per cent of the population. Foreign workers are already a hot issue among locals. They blame the foreigners for rising house prices, cost of living and overcrowding.

A Note About Expatriation:

Thousands of people move abroad each year, be it for work or travel or family. All these people are considered expatriates. It is never easy to begin a new life in a cultural setting that would be different from our very own. An expatriate (sometimes shortened to expat) is a person temporarily or permanently residing in a country other than that of the person's upbringing. The word comes from the Latin terms ex ("out of") and patria ("country, fatherland")

References:

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