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10MBAHR445/MBAIB465

Fourth Semester MBA Degree Examination, Dec. 2013/ Jan. 2014
International Human Resource Management

Time: 3 hrs.

Max. Marks: 100

Note: 1. Answer FOUR full questions from Q1 to Q7.
2. Q8 is compulsory.

- 1 a. What do you understand by the term international human resource management? (03 Marks)
b. Differentiate between IHRM and domestic HRM. (07 Marks)
c. Elaborate on the challenges of IHRM, (10 Marks)
- 2 a. Who is an expatriate? (03 Marks)
b. List out the various factors of diversity. (07 Marks)
c. Underline the significance of strategic alliances in the global context. (10 Marks)
- 3 a. Explain the terms TCN, HCN and PCN. (03 Marks)
b. Explore the different criteria for selecting employees for international assignments. (07 Marks)
c. What are the different approaches for recruitment and selection of international assignees? (10 Marks)
- 4 a. Recognize the performance measurement criteria for expatriates. (03 Marks)
b. Name the different variables affecting expatriate performance. (07 Marks)
c. Explain the contextual model of expatriate performance management. (10 Marks)
- 5 a. Identify the backdrop of international training. (03 Marks)
b. Highlight the various components of effective. Pre – departure training. (07 Marks)
c. Give sufficient details about expatriate career development. (10 Marks)
- 6 a. Enlist at least three objectives of international compensation. (03 Marks)
b. Bring out the key components of international compensation programme. (07 Marks)
c. Present the various approaches to international compensation. (10 Marks)
- 7 a. Analyse the relevance of industrial relation in international context. (03 Marks)
b. Draw out the key issues in international industrial relations. (07 Marks)
c. Clarify the response of labour unions to MNC. (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.

8 Case Study :

Read the case study given below and answer the questions cited at the end. Answer to this question is compulsory.

Gateway Hotels Ltd., is a notional chain of hotels in India. There are currently 56 hotels throughout India, including 04 each in New Delhi, Kolkata, Chennai, Bangalore Secunderabad and Mumbai. The organizations revenue was over Rs. 220 crores last year. currently the group has over 7400 employees.

Plans for the future :

- The group recently acquired a small chain of hotels located in Hongkong from the China group.
- Half of the new hotels in Hongkong will be retained and will be re-branded as part of Gateway Hotels, Ltd., the other half of the hotels would be sold.
- Gateway Hotels Ltd., has decided to implement an ethnocentric approach whereby they intend to send some of their existing managers (based in India) over to Hongkong to lead the change over of the new hotels and then to manage them when they re-open.

Information about the case :

- A large number of their existing managers would like the chance to work abroad – in Hongkong.
- None of their existing managers can speak the native language of hongkong
- The management will allow 4 weeks in which the re-branding of the hotels should take place and then the new hotels must be ready to open
- They expect to recruit a large number of staff to the new Hongkong hotels, because over 70% of the employees have left to join new organizations
- They will require their managers to be flexible and move between different countries if any problem arise.

Questions :

- a. Identify the issues and challenges faced by Gateway Hotels Ltd. (05 Marks)
- b. What recruitment strategies do you suggest in the international context? (05 Marks)
- c. Come up with the training and development strategies to be adopted in the new market. (05 Marks)
- d. Discuss the approaches to deal with expatriates. (05 Marks)

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