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Fourth Semester MBA Degree Examination, Jan./Feb. 2023 International Human Resource Management

Time: 3 hrs.

Max. Marks:100

Note: 1. Answer any **FOUR** full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.

- 1 a. Differentiate between 'Culture and Values'. (03 Marks)
b. Explain briefly the different technologies which are extensively used in International Training Management. (07 Marks)
c. Analyze total rewards in the IHRM context. (10 Marks)
- 2 a. State the meaning of diversity management. (03 Marks)
b. Differentiate between IHRM versus Single Nation Centric HRM.? (07 Marks)
c. Describe Hofstede's cultural frameworks model. (10 Marks)
- 3 a. Differentiate between training and development. (03 Marks)
b. Discuss the key repatriation issues from the perspective of organization and expatriates. (07 Marks)
c. Appraise the PMS of expatriates. (10 Marks)
- 4 a. List the different types of knowledge. (03 Marks)
b. Evaluate the alternative forms of international assignments. (07 Marks)
c. Enumerate the Human Resource Management in Cross-Borders Merges and Acquisitions. (10 Marks)
- 5 a. List the advantages and disadvantages of PCN's and HCN's. (03 Marks)
b. Discuss the various approaches of IHRM. (07 Marks)
c. Critically appraise the ever changing content of Global Employment Relations. (10 Marks)
- 6 a. How ethics is relevant to an expatriate? (03 Marks)
b. Briefly explain the different factors, which influences knowledge sharing? (07 Marks)
c. Describe the different approaches of international compensation management. (10 Marks)
- 7 a. State the challenges of IHRM. (03 Marks)
b. Write a brief note on International Labour Standards helpful for expatriate management. (07 Marks)
c. Evaluate the expatriates works life balance practices and associated challenges. (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: (compulsory)

3M - International Culture Management

3M has operations across the length and breadth of Russia for the last 15 years. While operating corporatively with its team work practices. Also, Russian managers are found to be good in dealing with turbulent situations, so 3M has hired only local managers to run its operations withdrawing all expatriates.

3M is known to make donations to schools and local voluntary organizations keeping in view the long running tradition of charitable contributions to community development that brought a great deal of positive brand image for the company within the country. More interestingly, 3M is recognition of dysfunctional cultural elements that exist in the country such as bribery and contributing to protection money among corporates has taken an opposite stand by not only discouraging these practices but also by popularizing the importance of ethical behavior among its associates through training creation of ethical leaders in the organization. 3M experience is considered the practice in crosscultural operations where while adapting local negative cultures.

Questions :

- a. Write a note on staffing approaches of 3M. (05 Marks)
- b. Discuss the cross-cultural management practices of 3M. (05 Marks)
- c. Comment on 3M's ethical and social responsibility. (05 Marks)
- d. Justify the IHRM practices of 3M. Do you think it is effective? (05 Marks)

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