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Fourth Semester MBA Degree Examination, July/August 2021 International Human Resource Management

Time: 3 hrs.

Max. Marks: 100

Note: Answer any FIVE full questions.

- 1 a. Summarize the competencies of a Global Leader. (03 Marks)
b. Explain the difference between IHRM and Domestic HRM. (07 Marks)
c. Elaborate on the methods of International Performance Appraisal. (10 Marks)
- 2 a. Write a note on female expatriation. (03 Marks)
b. Explain the types of knowledge and elaborate on the sources of knowledge transfer. (07 Marks)
c. Briefly explain the applications of HRIS in employee management. (10 Marks)
- 3 a. What is Repatriation? (03 Marks)
b. Examine the various approaches to multinational staffing decisions. (07 Marks)
c. Explain the drivers of Internationalization of business. (10 Marks)
- 4 a. Write a note on Expatriate Training. (03 Marks)
b. Summarize the Role of IT in HR. (07 Marks)
c. Briefly explain the reasons of expatriate failure. How do you manage expatriates? (10 Marks)
- 5 a. Highlight atleast three limitations of HRIS. (03 Marks)
b. Identify the Issues and Challenges in International Performance Management. (07 Marks)
c. Determine the key components of International Compensation. (10 Marks)
- 6 a. Write a note on types of International Assignments. (03 Marks)
b. Explain the Matching Model of IHRM. (07 Marks)
c. Identify the Recruitment methods in International context. (10 Marks)
- 7 a. What do you mean by sensitivity training? (03 Marks)
b. Explain the selection techniques used at the International level. (07 Marks)
c. Diagrammatically explain P. Morgans model of IHRM. (10 Marks)
- 8 ABC Ltd. head quartered in U.S.A has its BPO operations in Bengaluru, India. This company has won a new client XYZ Ltd. Who wishes to outsource its customer service business on Insurance to ABC Ltd. Operational from Bengaluru, India. In order to kick start the work, ABC Ltd is required to send a team of Talents to USA for the transition process, get trained for 6 months in the USA and return to India and set up the Pilot project starting with 100 Head count.
a. As a strategic HR how would you select this 5-member team of talents? Throw light on the selection criteria. (05 Marks)
b. As the team is sent as expatriates to USA to learn the process and set up the pilot in India on return, what are the mechanisms for knowledge transfer that you would introduce? (10 Marks)
c. Finally, what steps will you follow for repatriate training? (05 Marks)

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