USN | | | | | | | | | | | **20MBAHR403**

Fourth Semester MBA Degree Examination, July/August 2022
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. Define IHRM.   (03 Marks)
   b. Discuss the challenges of IHRM.   (07 Marks)
   c. What factors affect HRM approaches Internationally?   (10 Marks)

2 a. Define Cross – Cultural Management.   (03 Marks)
   b. Describe the different types of Knowledge.   (07 Marks)
   c. Discuss the competencies Global Leaders need to succeed.   (10 Marks)

3 a. What is meant by Global Performance Management?   (03 Marks)
   b. Discuss the ways to stimulate knowledge sharing.   (07 Marks)
   c. Discuss the complexities faced by IHR Managers.   (10 Marks)

4 a. Define Expatriate.   (03 Marks)
   b. What are the tasks and activities associated with Global Leadership?   (07 Marks)
   c. Describe how Technology facilitates training for Global Workforce.   (10 Marks)

5 a. Define HCN.   (03 Marks)
   b. Discuss the key factors affecting PMS.   (07 Marks)
   c. Describe Hofstede's four cultural dimensions.   (10 Marks)

6 a. What is Diversity Management?   (03 Marks)
   b. Discuss PMS in India.   (07 Marks)
   c. Explain Edgar Schein's model of culture.   (10 Marks)

7 a. What do you mean by Regulation in Employment practices?   (03 Marks)
   b. Discuss the motives of International transfers by MNC's.   (07 Marks)
   c. Discuss why is training and development important in International Assignments.
                                                                            (10 Marks)

8 **CASE STUDY** :

   When a major International software developer needed to produce a new product quickly, the Project Manager assembled a team of employees from India and United States. From the start, the team members could not agree on a delivery date for the product. The Americans thought the work could be done in two or three weeks ; the Indians predicted it would take two to three months. As time went on, the Indian team members proved reluctant to report setbacks in the production process, which the American team members would find out only when work was due to be passed to them. Such conflicts of course , may affect any team, but in this case, they arose from cultural differences.

As tensions mounted, conflict over delivery dates and feedback became personal , disrupting team members communication about even mundane issues. The Project Manager decided he had to intervene with the result that both the American and the Indian team members came to rely on him for direction regarding minute operational details that the team should have been able to handle itself. The Manager became so bogged down by issues that the project careened hopelessly off even the most pessimistic schedule and the team never learned to work together effectively.

Questions :

a. What mistake did the Project Manager commit while constituting the team?   (10 Marks)
b. What are some challenges faced in communicating across cultures?   (10 Marks)

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