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Fourth Semester MBA Degree Examination, June 2012
International Human Resource Management

Time: 3 hrs.

Max. Marks:100

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

- 1
 - a. Define the term “Expatriate Premium”. (03 Marks)
 - b. Distinguish between domestic HRM and international HRM. (07 Marks)
 - c. Why do MNC's “Localize” and what are the barriers to localization? (10 Marks)
- 2
 - a. Define the term “COLA” or cost of living allowance. (03 Marks)
 - b. What are the components of effective Pre-Departure training? (07 Marks)
 - c. Discuss the four cultural dispositions of MNC's. (10 Marks)
- 3
 - a. What is global integration? (03 Marks)
 - b. What is an alliance and why are they formed? (07 Marks)
 - c. In which areas of the organization are the motivation concepts applied? (10 Marks)
- 4
 - a. Define the term “Expatriate”. (03 Marks)
 - b. Briefly explain the recruitment methods applied in multinational companies. (07 Marks)
 - c. How does culture influence the employee management issues of an international organization? (10 Marks)
- 5
 - a. Explain the term codetermination. (03 Marks)
 - b. What are the common allowances and incentives given to expatriates? (07 Marks)
 - c. What are the various strategies applied by an MNC to handle international labour relations? (10 Marks)
- 6
 - a. What is repatriation? (03 Marks)
 - b. Explain the common tensions expatriates face? (07 Marks)
 - c. Discuss about the key components of international compensation? (10 Marks)
- 7
 - a. What is expatriate failure? (03 Marks)
 - b. Explain the four patterns of commitment or loyalty shown by expatriates. (07 Marks)
 - c. Discuss about the different phases in an expatriate adjustment process. (10 Marks)
- 8

Case Study:

Mr.Ramesh, CMD of an Indian branded industry, is planning to expand his company operations in USA. Mr. Anand from India, Mr.Ching from China and Ms.Simth from USA are in final selection round for CEO position. For the other key positions, on a three year term contract, Mr. Singh, Mr. Nair and Ms.Fatima have been selected. If you are in place of Mr.Ramesh.

 - i) Whom do you select for CEO position? Why?
 - ii) How do you design compensation packages for all?
 - iii) What is the predeparture training schedule? (20 Marks)