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14MBAHR409

Fourth Semester MBA Degree Examination, June/July 2016
International Human Resources Management

Time: 3 hrs.

Max. Marks:100

SECTION - A

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Define the term IHRM. (03 Marks)
- 2 Who is a business traveler? (03 Marks)
- 3 What do you mean by knowledge transfer? (03 Marks)
- 4 Define the term expatriate. (03 Marks)
- 5 What are Commuter assignments? (03 Marks)
- 6 What do you mean by dual career couples? (03 Marks)
- 7 What is Cultural shock? (03 Marks)

SECTION - B

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Differentiate between domestic and international HRM. (07 Marks)
- 2 State the obstacles of International staffing. (07 Marks)
- 3 Explain the key components of International compensation. (07 Marks)
- 4 Discuss the different phases of repatriation. (07 Marks)
- 5 What are the reasons for early return of an expatriate? (07 Marks)
- 6 Explain in detail the factors moderating performance. (07 Marks)
- 7 State the importance of IT in IHRM. (07 Marks)

SECTION - C

Note : Answer any FOUR questions from Q.No.1 to Q.No.7.

- 1 Elaborate the factors to be considered for expatriate selection. (10 Marks)
- 2 Describe the phases of cultural adjustments. (10 Marks)
- 3 State the approaches to International compensation. (10 Marks)
- 4 Discuss the key issues in International industrial relations. (10 Marks)

- 5 What are the barriers that affects while selecting female expatriates? (10 Marks)
- 6 What are the emerging issues of IHRM? (10 Marks)
- 7 Describe in detail the model of strategic HRM in multinational enterprises. (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

A Malaysian Electronics company promoted its HR manager, who is also South Korean and a bachelor degree holder in psychology to the level of the CEO of the company based on his commitment and seriousness in rendering his responsibilities in his earlier jobs. The company employed an Indian expatriate – a master degree holder in HRM as the head of HR department and a Fiji national – who did his mater’s program in political science and a senior executive of a professional human resource association as assistant HR manager. These three executives used to share their experiences and knowledge in HRM in formulating HRM policies, crafting HR, organizational strategies as well as HR practices of the company.

The assistant HR manager brought vibrant policies in designing HR strategies in his area of operations of compensation management and earned credit for his performance from CEO of the company. Having earned the credit of the superior, the asst. HR manager, acquired the workplace cultures of an average Malaysian company like moonlighting, flexible work schedules, flexi timings and work programs that affect the work performance of the employee as well as the supply chain and the organizational performance adversely.

The head of HR department and CEO were aware of the developments leading to the shifts in the work behavior of the Asst. HR manager and consequently its adverse affects on the delivery of output to the internal customers, work schedules and ultimately performance of the employees and the department as a whole. However they were tolerating the behavior of the Asst. HR manager and have given the benefit of doubt in favour.

Ultimately, the level of irregularity cropped up leading to a noticeable event. The CEO informally told the Asst. HR manager to meet him to discuss the problem and settle the issue. The Asst. HR Manager paid a deaf ear and resorted to an unexpected and undesirable behavioural situation, resulting in a three dimensional whistle blowing in the company.

Questions :

- a. Is it cultural variations consequent of the different nationalities of the three executives resulted in an undesirable situation? (05 Marks)
- b. Is it the workplace culture that resulted in an undesirable situation, despite the fact that all the three executives are from HR background? (05 Marks)
- c. Is it parental ego of all the three executives due to either position or due to knowledge that resulted in whistle blowing? (05 Marks)
- d. What global HR strategies would you suggest to prevent such situation? (05 Marks)

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