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14MBAHR409

**Fourth Semester MBA Degree Examination, June/July 2017**  
**International Human Resource Management**

Time: 3 hrs.

Max. Marks: 100

**SECTION - A**

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

- 1 Infer the drivers of Internationalization of business. (03 Marks)
- 2 Outline 5P model of IHRM. (03 Marks)
- 3 Write the significance of virtual assignment. (03 Marks)
- 4 Show the circumstance under which the culture shock is experienced. (03 Marks)
- 5 Under what circumstance catch – 22, Dilemma is experienced by MNCs. (03 Marks)
- 6 What do you mean by expatriate failure? (03 Marks)
- 7 What is differentiation and integration in IHRM? (03 Marks)

**SECTION - B**

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

- 1 Discuss the factors to be considered for expatriate selection. (07 Marks)
- 2 Differentiate between domestic and International HRM. (07 Marks)
- 3 Explain the different phases involved in repatriation. (07 Marks)
- 4 Describe Trade Union's concerns about multinationals. (07 Marks)
- 5 Explain different types of strategic alliances. (07 Marks)
- 6 Examine the application of HRIS on employee management. (07 Marks)
- 7 Explain the various mechanisms to achieve integration in a highly differentiated global companies. (07 Marks)

**SECTION - C**

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

- 1 Discuss different approaches to multinational staffing with their advantages and disadvantages. (10 Marks)
- 2 Summarise the factors affecting expatriate performance. (10 Marks)
- 3 Explain in detail the performance appraisal of International employees. (10 Marks)
- 4 Defend the way the trade unions can respond to MNES to pursue employee interest. (10 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.

- 5 Justify how International assignments are seen as the effective way of accomplishing knowledge transfer. (10 Marks)
- 6 Summarize the key components of International compensation. (10 Marks)
- 7 Explain the role of culture in IHRM. (10 Marks)

**SECTION - D**  
**CASE STUDY – [ Compulsory ]**

Third Country national was sent to Japan for an expatriate assignment for a Japanese company. He was working fine. The contract was of three years. At the end of the second year 'Kyodo' deep tsunami up to 5000 cms high struck Japan early Friday morning a day after a powerful earthquake hit the coast of Central Chile. The subsidiary and other residential facilities were in terrific danger. TCN manager's family were living in Japan with him. The government of Japan order immediate evacuation of the foreigners and the people in the affected areas.

**Questions :**

1. Propose the crisis management plan. (05 Marks)
2. If you were the IHRM in charge how would you have dealt with the situation? (05 Marks)
3. Would you take the decision of deporting the family members first and TCN manager later? (05 Marks)
4. Whether appointing TCN in Japan was a good proposition? (05 Marks)

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