

CBCS SCHEME

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16/17MBAHR403

Fourth Semester MBA Degree Examination, June/July 2019 International Human Resource Management

Time: 3 hrs.

Max. Marks:80

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

- 1 a. Define International Human Resource Management. (02 Marks)
b. Discuss briefly Harvard and 5P model of IHRM. (06 Marks)
c. Differentiate between International HRM and domestic HRM. (08 Marks)
- 2 a. What do you mean by Global integration? (02 Marks)
b. Discuss on the types of international assignments. (06 Marks)
c. Explain various approaches to multinational staffing. (08 Marks)
- 3 a. What do you mean by expatriate failure? (02 Marks)
b. Differentiate between HCN and PCN. (06 Marks)
c. Discuss on the selection criteria and techniques for hiring expatriates. (08 Marks)
- 4 a. What is repatriate training? (02 Marks)
b. Write a short note on sensitivity training. (06 Marks)
c. Explain in detail various types of expatriate training. (08 Marks)
- 5 a. What are the constraints in goal attainment? (02 Marks)
b. Discuss the issues and challenges in international performance management. (06 Marks)
c. Describe the contextual model of expatriate performance management. (08 Marks)
- 6 a. What do you mean by COLA? (02 Marks)
b. Discuss on the various approaches to compensation management. (06 Marks)
c. What are the components of international compensation management? Explain. (08 Marks)
- 7 a. What is HRIS? (02 Marks)
b. How do you design HRIS? Discuss. (06 Marks)
c. Discuss the applications of HRIS in employee management. (08 Marks)

CASE STUDY

- 8 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. Smith from USA are in the final selection round for CEO's position. If you are in the place of Mr. Ramesh.

Questions:

- a. Whom do you select for CEO position? Why? (04 Marks)
- b. Give the differences between HCN, TCN and PCN during staffing. (04 Marks)
- c. Discuss on the business expanding strategy of Mr. Ramesh and the various challenges he would face in USA. (04 Marks)
- d. Design the compensation for CEO's position. (04 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.
2. Any revealing of identification, appeal to evaluator and /or equations written eg. 42+8 = 50, will be treated as malpractice.