

# CBCS SCHEME

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20MBAHR403

## Fourth Semester MBA Degree Examination, June/July 2023 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. Mention the reasons for the emergence of Global HR. (03 Marks)  
b. Discuss the differences between Domestic vs International HRM. (07 Marks)  
c. Explain different approaches to IHRM. (10 Marks)
- 2 a. Write the components of 'Matching Model'. (03 Marks)  
b. Explain OTP model of training needs analysis. (07 Marks)  
c. Discuss the ways to develop global leaders. (10 Marks)
- 3 a. List the key components of PMS. (03 Marks)  
b. Enumerate the factors affecting expatriate performance. (07 Marks)  
c. Explain the cultural dimensions of positivist views. (10 Marks)
- 4 a. Are IHRM models applicable to other contexts? (03 Marks)  
b. Discuss the motives of MNCs for transferring staff. (07 Marks)  
c. Explain the PMS in Japanese organizations. (10 Marks)
- 5 a. What is the purpose of regulation for MNCs? (03 Marks)  
b. Explain the critical components to manage cross-border integration in case of mergers and acquisitions. (07 Marks)  
c. How to stimulate knowledge sharing in MNCs? Discuss. (10 Marks)
- 6 a. What is the reason for an emergence of Work-Life-Conflict (WLC)? (03 Marks)  
b. Explain the key components of global total rewards programmes. (07 Marks)  
c. What do international labour standards include? Explain. (10 Marks)
- 7 a. List the tensions in ethical HRM. (03 Marks)  
b. Trompenaar's seven cultural dimensions focused on implications for managerial behavior. Discuss. (07 Marks)  
c. Discuss the importance of equal opportunities and diversity management in IHRM. (10 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.

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**CASE STUDY (Compulsory)**

Parent Country National (PCN) was sent to China to work for an American subsidiary there. It was an expatriate contract signed between his parent company located in USA and subsidiary located in China. PCN was working well. The contract was of three years. At the end of first year, 2019, an attack of 'Corona' virus broke out. All the employees were getting affected with covid and the subsidiary and other residential facilities were in danger. The performance of the Chinese subsidiary went below the standard. American expatriate's family was living in China with him. Communist government of China sent the advisory to evacuate the foreigners and the people in affected areas.

**Questions:**

- a. Suggest the crisis management plan for Chinese subsidiary. (05 Marks)
- b. If you were an IHRM in charge, how would you have dealt with the situation? (05 Marks)
- c. Whether appointing PCN from America in China was a good proposition. (05 Marks)
- d. Would you take the decision of deporting the family members first and PCN manager later? (05 Marks)

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