

CBCS SCHEME

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18MBAHR403

Fourth Semester MBA Degree Examination, November 2020 International Human Resource Management

Time: 3 hrs.

Max. Marks: 100

Note: Answer any FIVE full questions.

- 1 a. What do you understand by International Human Resource Management? (03 Marks)
b. What are the major challenges of IHRM? (07 Marks)
c. Discuss the various models of IHRM. (10 Marks)
- 2 a. Who is an expatriate? (03 Marks)
b. What are the culture influence the employee management issues in an organization in international level. (07 Marks)
c. What are the components of effective predeparture training? (10 Marks)
- 3 a. Explain the term TCN, HCN and PCN. (03 Marks)
b. Explain the problem faced by women expatriate. (07 Marks)
c. State the approaches to international compensation. (10 Marks)
- 4 a. What are the basic components of performance management? (03 Marks)
b. Discuss the variables affecting expatriate performance. (07 Marks)
c. Explain the application of HRIS on employee management. (10 Marks)
- 5 a. What do you mean by head hunting? (03 Marks)
b. Explain different approaches to staffing in International HRM. (07 Marks)
c. Discuss the factors involved in expatriate selection. (10 Marks)
- 6 a. What is repatriation? (03 Marks)
b. Define repatriate training. Discuss the steps of repatriation process. (07 Marks)
c. Discuss the labour standards established by international institution. (10 Marks)
- 7 a. What are the objectives of international compensation? (03 Marks)
b. Discuss in detail about performance appraisal of international employees. (07 Marks)
c. Bring out the key components of international compensation programmes. (10 Marks)
- 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 Mr. Simth from USA are in final selection round for CEO position. For the other key position, once three years term contract, Mr. Singh, Mr. Nair and Ms. Fatima have been elected. If you are in place of Mr. Ramesh.

Questions :

- a. Whom do you select for CEO position? Why? (05 Marks)
- b. How do you design compensation packages for all? (05 Marks)
- c. What is the predeparture training you would give? (05 Marks)
- d. What strategies would be applied by you to handle international industrial relation? (05 Marks)

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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.