



# CBCS SCHEME

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22MBAHR404

**Fourth Semester MBA Degree Examination, June/July 2024**

## Global HRM

Time: 3 hrs.

Max. Marks: 100

*Note: 1. Answer any FOUR full questions from Q1 to Q7.*

*2. Question No.8 is compulsory.*

*3. M : Marks, L: Bloom's level, C: Course outcomes.*

			M	L	CO
Q.1	a.	What are the objectives of GHRM?	03	L1	CO1
	b.	What are the differences between HCN's, PCN's and TCN's?	07	L1	CO2
	c.	Explain performance management for expatriate.	10	L2	CO3
Q.2	a.	What do you mean by paradox of diversity?	03	L1	CO1
	b.	Explain various functions of Global HRM.	07	L2	CO2
	c.	Explain the selection strategies for overseas assignment.	10	L2	CO3
Q.3	a.	What do you mean by Expatriate Failure?	03	L1	CO1
	b.	Explain the key components of Global total rewards programs.	07	L2	CO2
	c.	Explain the differences between IHRM and HRM.	10	L2	CO3
Q.4	a.	What is Diversity Training?	03	L1	CO1
	b.	Explain Hobstede's four cultural models.	07	L2	CO2
	c.	Explain the establishment of labour standards by international institutions.	10	L2	CO3
Q.5	a.	What are the key parts of performance management cycle?	03	L1	CO1
	b.	Explain organizational culture and innovation model.	07	L2	CO2
	c.	Explain Approaches to international compensation.	10	L2	CO3
Q.6	a.	What do you mean by corporate social responsibility?	03	L1	CO1
	b.	Explain the reasons for expatriate failure.	07	L2	CO2
	c.	Explain performance management cycle.	10	L2	CO4
Q.7	a.	What do you mean by repatriation?	03	L1	CO1
	b.	Explain performance management system practice in China and USA.	07	L2	CO2
	c.	Explain the role of culture in international business.	10	L2	CO3

Q.8	<p><u>CASE STUDY</u></p> <p>An Indian family from Bangalore was posted to London, England. The expatriate Manish was doing extremely well in English company. Within a span of a year he was able to establish good link with the company's suppliers and customers. Manish has established himself in the company in this very short period. His performance was assessed quite high by his superiors and was likely to get a promotion too.</p> <p>Mean while his 10 year old son was finding it difficult to adjust in the new settings. He was not able to make good friends either at school or at home.</p> <p>His wife was also not comfortable in the new settings. She was also bound making remarks about England amongst her newly made friends that "It appears to be good from outside but we are not really much happy".</p> <p>Questions:</p>			
a.	Why were Manish's son and wife not comfortable?	5	L3	CO2
b.	If Manish gets an equal good opportunity back home, should he accept?	5	L3	CO2
c.	If you are in Manish's place, what would you do to stay in London?	5	L3	CO2
d.	What could be action plan of company to do for Manish's wife and son?	5	L3	CO2

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