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14MBAHR409

Fourth Semester MBA Degree Examination, Dec.2017/Jan.2018
International Human Resources Management

Time: 3 hrs.

Max. Marks:100

SECTION - A

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

- 1 Define IHRM. (03 Marks)
- 2 What is cultural shock? (03 Marks)
- 3 What is Repatriation? (03 Marks)
- 4 Who is an Expatriate? (03 Marks)
- 5 Define the term COLA. (03 Marks)
- 6 What is performance management? (03 Marks)
- 7 What is social Dumping? (03 Marks)

SECTION - B

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

- 1 Explain the Repatriation process. (07 Marks)
- 2 Differentiate between Domestic HRM and IHRM. (07 Marks)
- 3 What are the components of Pre-departure Training? (07 Marks)
- 4 What are the reasons for the failure of Expatriate in foreign employment? (07 Marks)
- 5 Explain the Approaches to staffing in IHRM. (07 Marks)
- 6 What are the components of International compensation package? (07 Marks)
- 7 Explain the challenges of IHRM. (07 Marks)

SECTION - C

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

- 1 Explain the performance Management Cycle. (10 Marks)
- 2 Briefly explain the models of IHRM. (10 Marks)
- 3 Discuss the advantages and disadvantages of PCN, TCN and HCN's. (10 Marks)
- 4 Briefly explain the recruitment methods applied in multinational companies. (10 Marks)
- 5 Discuss the advantages of Global integration. (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.

- 6 Discuss the factors influencing compensation policy. (10 Marks)
- 7 What are the recent trends in international staffing? (10 Marks)

SECTION - D
CASE STUDY – [Compulsory]

Given below is an article published in Gwf News that gives an account of the life of Indian Expatriates in the Gulf. Read the article carefully and answer the questions given below :

The salary landscape of Dubai's expatriate workforce could not display starker contrasts. When the Gulf news recently conducted a spot survey. The salary ranged from Dh 6,000 to over Dh 1 million a year. Ultimately however everyone has a budget something they can abide by, or for a while at least choose to ignore.

With the city witness record growth on all fronts, pay packages for top company directors, especially in the financial services industry, are soaring higher and higher. According to Hassan Yousaf , a manager of a leading recruitment consultancy, a chief executive or a managing director at an investment bank, can take home annual salary anywhere between Dh 917,500 to Dh 1.83 million.

At the other end of spectrum, there are thousands of expatriates like Sanjay, a 25 year old single man from India, who washes clothes for laundry company for Dh 500 a month. On top of his salary, he is given free food and lodging.

In these days of construction boom, a project director earns about Dh 45,000 to Dh 50,000 a month. Middle level managers earn Dh 15,000 to Dh 25,000 a month. One researches, who earns a salary of Dh 22,000 a month is careful about what she spends. She has several outgoings such as rent, which has gone up by 15% and paying for the university education to her two children's.

According to a consultant a person educated abroad and having about one to two years of experience in the banking sector could earn Dh 4,000 to Dh 5,000. Personal assistants with considerable experience can command a salary of Dh 12,000 to Dh 15,000. Salaries of teachers vary with the nationality factor.

Salary of a medical secretary at a private hospital is Dh 7,000. A 28 year old Bangladesh security guard earns a salary of Dh 2,800. He complains that everyday food and transportation are getting more expensive.

Questions :

- a. Discuss the approach to compensation followed. (05 Marks)
- b. What factors have accounted for the differential packages? (05 Marks)
- c. What is the satisfaction level of different employees? (05 Marks)
- d. How do you think the industrial relations climate in Gulf affect HRM practices? (05 Marks)