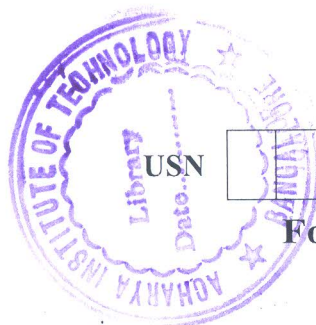


CBCS SCHEME

16/17MBAHR403



USN

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Fourth Semester MBA Degree Examination, Aug./Sept.2020 International Human Resource Management

Time: 3 hrs.

Max. Marks:80

**Note: 1. Answer any Four questions from Q.No. 1 to Q.No. 7.
2. Question No. 8 is compulsory.**

- 1 a. Analyse the relevance of Industrial Relation in International Cntext. (02 Marks)
b. Explore the different criteria for selecting employees for International assignments. (06 Marks)
c. Present the various approaches to International Compensation. (08 Marks)
- 2 a. Who is an Repatriate? (02 Marks)
b. Differentiate between IHRM and domestic HRM. (06 Marks)
c. Explain Performance Management Cycle. (08 Marks)
- 3 a. Discuss the debate on differentiation and Integration. (02 Marks)
b. What are the variables affecting expatriate performamnce? (06 Marks)
c. Discuss different approaches to multinational staffing , their advantages and disadvantages. (08 Marks)
- 4 a. Outline 5P model of IHRM. (02 Marks)
b. Explain the different phases involved in repatriation. (06 Marks)
c. What are the barriers that affects while selecting female expatriates? (08 Marks)
- 5 a. What do you mean by dual Career Couples? (02 Marks)
b. State the importance of IT in IHRM. (06 Marks)
c. What are the emerging issues of IHRM? (08 Marks)
- 6 a. Explain the terms TCN , HCN and PCN. (02 Marks)
b. Highlight the various components of effective Pre – departure training. (06 Marks)
c. Elaborate why do MNC's "Localize" and what are the barriers to localization? (08 Marks)
- 7 a. What is Ethnocentric Approach? (02 Marks)
b. Discuss the responses of Trade Union to MNC's. (06 Marks)
c. Explain the role of culture in IHRM. (08 Marks)
- 8 **CASE STUDY (Compulsory) :**

Royal Dutch / Shell is a Global Petroleum Company with joint head quarters in both London and the Hague in the Netherland. The company employs over 100,000 people approximately 5,500 of them are at any one time living and working as expatriates. The expatriate at shell are a very diverse group , made up of over 70 nationalities and located in more than 100 countries. Shell has a long recognized that as a global corporation , the International mobility of its workforce is essential to its success.

By the early 2000, however Shell was finding its harder to recruit key personnel for foreign posting. To discover why the company in 2003 interviewed more than 200 expatriate employees and their spouses to determine their biggest concern. The data were then used to construct a survey that was sent to 70,000 current and former expatriate employees, expatriates spouses and employees who had declined International assignments.

To survey registered a phenomenal 70% response rate, clearly indicate that many employees thought this was an important issue. According to the survey five issues had greatest impact on the willingness of employees to accept an International assignment. In order of importance these were :

- i) Separation from children during their secondary education (The children of British and Dutch expatriate were often sent to boarding school in their home countries while their parents worked abroad).
- ii) Harm done to spouse's career and employment.
- iii) Failure to recognize and involve spouse in the relocation decision.
- iv) Failure to provide adequate information and assistance regarding relocation.
- v) Health issues.

The underlying message was that the family is the basic unit of expatriation not the individual and Shell needed to do more to recognize that.

Questions :

- a. "Family is the basic Unit of expatriation not the Individual". Do you agree with this? Explain what Shell can do to tackle this problem. (08 Marks)
- b. Discuss how spouse's career problem can be solved during expatriation. (08 Marks)
