



CBCS SCHEME

18MBAHR403

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

Time: 3 hrs.

Max. Marks:100

Note: Answer any FIVE full questions.

- 1 a. Outline 5P model of IHRM. (03 Marks)
b. Differentiate between domestic and international HRM. (07 Marks)
c. Summarize the factors affecting expatriate performance. (10 Marks)
- 2 a. What do you understand by expatriate failure? (03 Marks)
b. Discuss the factors to be considered for expatriate selection. (07 Marks)
c. Justify how international assignments are seen as the effective way of accomplishing knowledge transfer. (10 Marks)
- 3 a. Differentiate between hard goals and soft goals. (03 Marks)
b. Explain common tensions faced by expatriates. (07 Marks)
c. Describe the key components of international compensation. (10 Marks)
- 4 a. What do you mean by repatriation? (03 Marks)
b. Explain the components of effective pre – departure training. (07 Marks)
c. Discuss the various strategies applied by an MNC to handle international labour relations. (10 Marks)
- 5 a. What is global integration? (03 Marks)
b. Explain international recruitment methods applied in MNCs. (07 Marks)
c. Why do MNCs 'Localize'? Outline the barriers to localization. (10 Marks)
- 6 a. Brief the concept CCT. (03 Marks)
b. Examine the application of HRIS on employee management. (07 Marks)
c. Explain the various mechanisms to achieve integration in a highly differentiated global companies. (10 Marks)
- 7 a. What is the significance of virtual assignment? (03 Marks)
b. Infer the drivers of internationalization of business. (07 Marks)
c. Discuss the issues and the challenges of female expatriates. (10 Marks)
- 8 Third Country National (TCN) was sent to China for an expatriate assignment for a Chinese company. He was working well. The contract was of three years. At the end of the second year, i.e., in the year 2019 an attack of 'Corona' virus broke out. All the employees were getting affected with virus borne disease, 'COVID 2019'. The subsidiary and other residential facilities were in terrific danger. The performance of the Chinese company went below the standard. TCN Manager's family were living in China with him. The Government of China order immediate evacuation of foreigners and the people in the affected areas.

Questions :

- a. Suggest the crisis management plan for a Chinese company. (05 Marks)
- b. If you were in charge of international operations, how would you have dealt with the situation? (05 Marks)
- c. Whether appointing TCN in China was a good proposition? (05 Marks)
- d. Would you take the decision of deporting the family members first and TCN Manager later? (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.