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Fourth Semester MBA Degree Examination, Feb./Mar. 2022
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. Define the term IHRM. (02 Marks)
b. Explain various mechanisms to achieve integration in a highly differentiated Global Companies. (06 Marks)
c. Discuss various models of IHRM with appropriate illustrations. (08 Marks)
- 2 a. Define the terms TCN , HCN , PCN. (02 Marks)
b. Differentiate between IHRM and Domestic HRM, with examples. (06 Marks)
c. Discuss major issues and challenges of IHRM. (08 Marks)
- 3 a. What is Performance Management? (02 Marks)
b. Explain the Repatriation Process. (06 Marks)
c. Examine significance of Strategic Alliances in the Global context. (08 Marks)
- 4 a. What is Global Integration? (02 Marks)
b. Describe Trade Union's concern about Multinationals with examples. (06 Marks)
c. Discuss in detail about Performance Appraisal system of International Organization. (08 Marks)
- 5 a. What are the objectives of International Compensation? (02 Marks)
b. Elucidate the Industrial relations in International Sphere. (06 Marks)
c. Discuss various approaches to Compensation Management in International Context. (08 Marks)
- 6 a. Why International Training is required? (02 Marks)
b. Explain variables affecting Expatriate Performance in detail. (06 Marks)
c. Examine Pre – Departure Training. (08 Marks)
- 7 a. Define Balance Sheet Approach. (02 Marks)
b. Explain the International Staffing Issues. (06 Marks)
c. Discuss the application of HRIS on Employee Management. (08 Marks)

8 CASE STUDY (Compulsory) :

Hi – Tech Electronics Limited was established in 2016 in Kuala Lumpur , Malaysia. It Produces and Markets all type of Electronic goods in most of Asian and Pacific Countries. It has been one among the top five Companies as for the level of technology and one among the top three. The Company's Policy and practices concerning HRM are top in the Country and Salary Administration Policies and Practices were taken as guidelines by other Companies also by various Wage Board and Pay Commission in the Country.

But this Company has been struggling a lot because of a minor problem relating to Administration of Salary and benefits.

The problem is the Company employed nearly 400 National Young graduate and Post graduate Engineers and 20 expatriate Engineers. These employees form the cream of the Company's present HR. The expatriate Employee occupied higher position in all the departments including HRM. The Company's Salary Policy and benefit Policy were formulated mainly on the basis of the Expatriate Employees desire. The base salary of the Company is the same for both the Expatriate and National Employees. But expatriate receive additional allowances like International market allowance, Educational allowance, Settling in allowance, Car allowance, Housing allowance and Entertainment allowance. Thus, expatriate receive nearly 250% more Salary than the Nationals doing the same Job.

The National Employee demanded the Management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

Questions :

- a. List and explain critical issues in the case. (08 Marks)
- b. If you were the HR Manager of the Company, whom do you satisfy? Explain. (08 Marks)
