

Roll No.

Total No. of Pages : 03

Total No. of Questions : 15

MBA (Sem.-4)

INTERNATIONAL HUMAN RESOURCE MANGEMENT

Subject Code : MBA933-18

M.Code : 77816

Date of Examination : 11-07-22

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

- 1. SECTION-A contains EIGHT questions carrying TWO marks each and students has to attempt ALL questions.**
- 2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.**
- 3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.**

SECTION-A

1. Differentiate between PCN's and TCN's.
2. Define expatriate. Explain its expatriate selection process for global assignment.
3. What are the effective ways to manage repatriation process?
4. What kind of amenities and facilities should be given to expatriates during global assignment?
5. Discuss the appraisal systems in International Human Resource Management.
6. What is 'social dumping' and why should unions be concerned about it?
7. Discuss the variables affecting expatriate performance.
8. Discuss the main components of international compensation package.

SECTION-B

UNIT-I

9. Explain the various variables that moderate differences between domestic and international HRM.
10. Discuss the factors affecting recruitment and selection of international managers.

UNIT-II

11. Explain the concept of Repatriate in the context of International Human Resource Management.
12. What are some of the challenges faced in Training Expatriate Managers?

UNIT-III

13. Discuss the major factors associated with appraisal of expatriate managerial performance.
14. What are the main points multinational firms must consider when deciding how to provide benefits?

UNIT-IV

15. What is the major hindrance to effective knowledge creation and transfer in the company?
16. Discuss the key issues in International Industrial Relations.

SECTION-C

17. Case Study :

Hi-Tech Electronics Limited was established in 2006 in Kuala Lumpur, Malaysia. It produces and markets all types of electronics goods in most of the 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 Companies regarding marketing of the products in Malaysia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but also by various wage boards and pay commissions 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 stated hereunder.

The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. This employee forms the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resource Department. The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is 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 receives nearly 250% more salary than the nationals doing the same job.

The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

Questions :

- a) What is the crucial issue in this case?
- b) If you were the HR manager of the company, whom do you satisfy?

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.