

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Semester –III Examination Dec. - 2011

Subject code: 2830503**Date: 17/12/2011****Subject Name: International Human Resource Management****Time: 10.30 am – 01.30 pm****Total Marks: 70****Instructions:**

1. **Attempt all questions.**
2. **Make suitable assumptions wherever necessary.**
3. **Figures to the right indicate full marks.**

- Q.1 (a)** “The Economic turmoil world wide and growth of organizations globally has resulted into human resources management evolving it’s function to a larger horizon.” Discuss the statement and explain the evolution to IHRM. **07**
- (b)** Define IHRM .Differentiate between domestic HRM and International HRM **07**

- Q.2 (a)** Explain the following briefly **07**
1. PCN,HCN and TCN
 2. Cross Cultural Training
 3. Factors contributing to re-entry shock
- (b)** Describe in details the key components of International compensation **07**

OR

- (b)** You are an HR head in an Indian company which is planning to go global. You have been given the task of making the international recruitment and selection for the given project. What are three types of approach that you will be considering in terms of the recruitment and selections. Consider the pros and cons of the three types. **07**
- Q.3 (a)** Explain the four dimensions developed by Hofstede that represent the value system of Nations’ cultures. Why was the fifth one added? **07**
- (b)** As an HR manger, design the cultural training module for a set of your employees who are going for an oversea assignment of your organization. (Assume any organization of your choice.) **07**

OR

- Q.3 (a)** Discuss the challenges faced in training expatriate managers **07**
- (b)** How does appraising an expatriate `s performance differ from appraising the performance of a home office manager? How would you avoid some of the unique problems of appraising the expatriate`s performance? **07**

- Q.4 (a)** What are the key difference in the salary component of PCNs and TCNs? Do these difference matters? **07**
- (b)** As an HR manager, what programme would you establish to reduce repatriation problems of returning expatriates and their families? **07**

OR

- Q.4 (a)** Describe the role of ILO in international business. **07**
- (b)** Explain with examples the characteristics of multinationals that give Trade union causes of concern **07**

- Q.5 (a)** What would you regard as the key competencies that international **07**

managers should have and elaborate how the role of that international manager has changed in the last two decade?

- (b) According to you what are some of the common problems faced by multinationals operating in India. **07**

OR

- Q.5** (a) An MNC engaged in CSR activities in the host country increase the chances of business and acceptability in that country. Critically comment on this statement **07**

- (b) Explain in detail the constraints that effect the goal attainment which needs to be considered when evaluating the subsidiary performance **07**
