

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014

Subject Code: 2830503

Date: 03-06-2014

Subject Name: International Human Resource Management (IHRM)

Time: 14:30 pm – 17:30 pm

Total Marks: 70

Instructions:

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

- Q1.(a)** What are main characteristics of the four approaches to international Staffing? **07**
(b) Define IHRM. What are the main similarities and differences between domestic and international HRM? **07**
- Q2.(a)** State & Explain stages of Internationalization. **07**
(b) What is Expatriate? Explain the concept of TCNs, PCNs and HCNs **07**
- OR**
- (b)** Explain the reasons for the failure of expatriate in foreign employment. **07**
- Q3.(a)** State & Explain factors that influence the Expatriate Selection. **07**
(b) Explain the component of pre-departure Training. **07**
- OR**
- Q3.(a)** Explain Social Dumping and Cross – cultural Training method. **07**
(b) How can MNCs assist dual career couples' repatriation? **07**
- Q4.(a)** What are the challenges of performance appraisal in international human resource management? **07**
(b) Explain Cultural variations across nations as per Hofstede's five dimensions. **07**
- OR**
- Q4.(a)** Explain the variables affecting expatriate performance. **07**
(b) What should be the main objectives for a multinational firm with regard to its compensation policies? **07**
- Q5.(a)** Explain going rate approach & Balance sheet approaches to compensation **07**
(b) What are the significant trends in HRM practices in recent time? **07**
- OR**
- Q5.(a)** Explain the Repatriation Process. **07**
(b) Explain how trade unions may limit the strategic choices of Multinational firms? **07**
