

CBCS SCHEME

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16MBAHR403

Fourth Semester MBA Degree Examination, Dec.2018/Jan.2019

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. Outline the meaning of Internationalization of HRM. (02 Marks)
b. Mention the factors to be considered for expatriate selection. (06 Marks)
c. Explain different approaches to multinational staffing with their pros and cons. (08 Marks)
- 2 a. Explain matching model of HRM. (02 Marks)
b. Discuss the components of effective pre – departure training. (06 Marks)
c. Describe Trade Union’s concerns about multinationals. (08 Marks)
- 3 a. What is Catch – 22 dilemma? (02 Marks)
b. What are the common allowances and incentives given to expatriates? (06 Marks)
c. Differentiate between Domestic and International HRM. (08 Marks)
- 4 a. Point – out where codetermination is practiced? (02 Marks)
b. Briefly explain the recruitment methods applied in multinational companies. (06 Marks)
c. Why do MNC’s ‘Localize’ and what are the barriers to localization? (08 Marks)
- 5 a. What do you understand by expatriate failure? (02 Marks)
b. Explain the common tensions faced by the expatriates. (06 Marks)
c. Discuss culture specific HRM issues. (08 Marks)
- 6 a. What is the difference between hard goals and soft goals? (02 Marks)
b. In what way International assignments are seen as effective way of knowledge transfer? (06 Marks)
c. Explain the phases of Repatriation. (08 Marks)
- 7 a. Outline the performance management cycle. (02 Marks)
b. Explain four types of strategic alliances. (06 Marks)
c. Examine the application of HRIS an Employee Management. (08 Marks)
- 8 **CASE STUDY (Compulsory)**:

Melbourne based Radar Corporation a \$ 20 billion manufacturer of coatings, plastics, speciality chemicals and ceramics has been a successful international enterprise for almost three quarters of a century. Several of its foreign operations, particularly those in Europe and Latin America have existed for fifty, sixty and even seventy years. The company currently operates in twenty one countries on six continents. About two thirds of its employees are non – US national and over 60% of its revenues and profits are derived from foreign operations.

In spite of its impressive International record, only recently has Radar become a global company as it was sharing information of technology among their operations in various countries. Each foreign division or subsidiary operated highly independently, formulating much of its own strategy for manufacturing, marketing, finance and human resources.

Radar wants to develop broad-based global strategies with increased communications and a greater sharing of assets throughout the world. High on that list of 'shared assets' is human resources. Radar also realized that there is a strong need for global managers. They also felt that human resource had to evolve in to global operation and the need to identify, train and develop people with International outlook skills and experiences remain predominant.

Questions :

- a. Discuss the strategies applied by Radar. (05 Marks)
- b. In the new corporate structure how do you think staffing and selection would happen at Radar? (05 Marks)
- c. What steps must be taken by Radar to move towards globalization? (05 Marks)
- d. Write the significance of 'shared assets' through human resources in the global context. (05 Marks)

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