

Internal Assessment Test – III- ans key – IAT -3

Sub:	International Human Resource Management						Code:	16MBAHR403	
Date:	04.07.2018	Duration:	90 mins	Max Marks:	40	Sem:	IV	Branch:	MBA

	Marks	OBE	
		CO	RBT
Part A - Answer Any Two Full Questions (16*02=32 Marks)			
1 (a) Define international compensation.	[02]	CO1	L1
<p>Designing and developing a better compensation package for HR professionals for the international assignments requires knowledge of taxation, employment laws, and foreign currency fluctuation by the HR professionals.</p>			
(b) Discuss on the concept of social dumping with eggs?	[06]	CO2	L2
<p>Social dumping is a practice of employers to use cheaper labour than is usually available at their site of production or sale. In the latter case, migrant workers are employed; in the former, production is moved to a low-wage country or area. The entrepreneur will thus save money and potentially increase his profit . Examples include actions taken by actors from 'low wage' Member States to gain market advantage over actors from Member States with higher pay and social standards; multinational companies from 'high wage' countries searching for ways to avoid legal constraints by employing subcontractors from low-wage countries; and companies engaging cheaper and more vulnerable temporary and agency workers, or relocating production to lower wage and less regulated locations</p>			
(c) List out the key issues in international industrial relations and also elaborate on the concept of European Union.?	[08]	CO3	L1
<p>Issue 1: Who should handle Labour Relations – Headquarter or the subsidiary in the concerned country Issue 2: Trade Union Tactics Issue 3: Political</p> <p>The European Union (EU) is a political and economic union of 28 member states that are located primarily in Europe.. The EU has developed an internal single market through a standardised system of laws that apply in all member states. EU policies aim to ensure the free movement of people, goods, services and capital within the internal market enact legislation in justice and home affairs and maintain common policies on trade, agriculture fisheries and regional development Within the Schengen Area, passport controls have been abolished</p>			

2 (a) What do you mean by HRIS?

[02]

CO2

L1

A human resource information system (HRIS), sometimes referred to as human resources management system (HRMS), is software that provides a centralized repository of employee master data that the human resource management (HRM) group needs for completing core human resource (HR) processes.

(b) Elaborate on the criteria used for performance appraisal of international employees.

[06]

CO1

L4

AMBITION / INITIATIVE
ATTITUDE / COOPERATION
DEPARTMENT AND COMPANY ORIENTED
FOCUS

(c) Write Short notes on : Going Rate approach & Balance Sheet approach.

[08]

CO3

L1

Going Rate approach:

Going rate approach, which is also known as the ‘localization’, ‘destination’ or ‘host country-based’ approach (Sims & Schraeder 2005). As these names suggest, the core of this approach lies in linking the expatriate compensation to the salary structure of the host country, taking into account local market rates and compensation levels of local employees.

The *balance sheet approach* is the most widely used approach by organizations and its main idea is to maintain the expatriate’s standard of living throughout the assignment at the same level as it was in his/her home country. In other words, it is about ensuring the same purchasing power, which helps to maintain the home country’s lifestyle. Another important notion is that the balance sheet approach implies matching the expatriate’s salary with home-country peers, not with the host-country colleagues. On top of the home-country salary, host-country cost of living adjustments are usually made.

3 (a) Write about the key components of international compensation.

[02]

CO2

L1

Components

1. Base salary:

(a) Foreign service premium,

(b) Cost-of-living allowance,

<p>2. Foreign Service inducement/hardship premium: 3. Allowances:</p>			
<p>(b) Explain application of HRIS in employee management.</p> <p>Optimal Goal Setting Performance Tracking Faster Feedback Ties Actions to Consequences</p>	[06]	CO2	L4
<p>(c) “ Performance Management is the most important responsibility of HR executives”- Infer on the statement</p> <p>Performance management (PM) includes activities which ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as many other areas.</p> <p>Managing employee or system performance and aligning their objectives facilitates the effective delivery of strategic and operational goals. Some proponents argue that there is a clear and immediate correlation between using performance management programs or software and improved business and organizational results. For employee performance management, using integrated software, rather than a spreadsheet based recording system, may deliver a significant return on investment through a range of direct and indirect sales benefits, operational efficiency benefits and by unlocking the latent potential in every employees work day (i.e., the time they spend not actually doing their job).</p>	[08]	CO1	L4
<p>Part B - Compulsory (02*04=08 marks)</p>			
<p>4</p> <p>(a) You are the subsidiary head of XYZ company how would you evaluate subsidiary performance in terms of market competitiveness , what are the constraints that may affect goal attainment.</p> <p>Subsidiaries have access to different types of resources and therefore perform differently in their market-place and within a multinational corporation (MNC). Yet, even though subsidiaries are the object of intense interest, remarkably little has been written about the assessment of subsidiary performance. In short, the <i>strategic opportunities</i> of subsidiaries seem to generate more attention in the literature than their <i>results</i>.</p>	[04]	CO1	L4

(b) Describe country specific performance management practices.

[04] CO3 L2

China has been undergoing strong economic growth and social transformation in a way it has never experienced before. Against such significant movements in the country, managers of the foreign firms operating in China are increasingly faced with greater challenges of managing the local employees whose mindsets, beliefs, and values are embedded in the local culture that shows the country's unique characteristics shaped by its historical development in various aspects.

* Student can write for different economies such as USA, UK

Course Outcomes		PO1	PO2	PO3	PO4	PO5	PO6	PO7
CO1:	Critically analyze the impact of contemporary issue and global concepts relating to policies, practices in MNC.	1a 2b						
CO2:	Compare and contrast variety of strategic approaches to the mgt of HR in MNC.			3a 4a				
CO3:	Apply concepts and knowledge about the range of Human Resource function to deployment of expatriate employees and expatriate failures on international assignment	2a	2c 3b 3c					
CO4:	Critically evaluate the effects of different Human resource and International Industrial relations strategies adopted by multinational international organizations operating in various regions of the world.	1b	1c 4b					

Cognitive level	KEYWORDS
L1	List, define, tell, describe, identify, show, label, collect, examine, tabulate, quote, name, who, when, where, etc.
L2	summarize, describe, interpret, contrast, predict, associate, distinguish, estimate, differentiate, discuss, extend
L3	Apply, demonstrate, calculate, complete, illustrate, show, solve, examine, modify, relate, change, classify, experiment, discover.
L4	Analyze, separate, order, explain, connect, classify, arrange, divide, compare, select, explain, infer.
L5	Assess, decide, rank, grade, test, measure, recommend, convince, select, judge, explain, discriminate, support, conclude, compare, summarize.

PO1 - Knowledge application; PO2 - Analytical and logical thinking; PO3 - Team work; PO4 - Leadership; PO5 - life-long learning; PO6 - Analyze and practice aspects of business; PO7- Personal and Societal growth;