

USN : 

CMR Institute of Technology, Bangalore
P.G DEPARTMENT OF MANAGEMENT STUDIES
I - INTERNAL ASSESSMENT

Semester: 4-CBCS 2018
 Subject: INTERNATIONAL HUMAN RESOURCE MANAGEMENT (18MBAHR403)
 Faculty: Ms Sabeha

Date: 8 May 2021
 Time: 09:00 AM - 10:30 AM
 Max Marks: 50

PART A				
<i>Answer any2 question(s)</i>				
Q.No			Marks	CO BT/CL
1	a	Define IHRM	3	CO1 L1
	b	Explain difference between Domestic HRM and IHRM.	7	CO1 L2
	c	Discuss briefly Harvard and 5P Model.	10	CO2 L2
2	a	What do you mean by global integration?	3	CO1 L1
	b	Differentiate between HCN and PCN.	7	CO1 L2
	c	Explain the four strategies given by Bartlett & Ghoshal Matrix. Explain the four strategies given by Bartlett & Ghoshal Matrix.	10	CO1 L2
3	a	Define expatriate.	3	CO1 L1
	b	Explain joint venture, merger, acquisition and strategic alliance?	7	CO1 L2
	c	What are the risks associated with international expansion?	10	CO1 L1
PART B				
<i>Answer All Questions</i>				
Q.No			Marks	CO BT/CL

4

CASE STUDY: "FS, Royal Dutch / Shell is global petroleum company with joint land quarters in both London and the Hague in the Netherlands. The company employs over 100,000 people approximately 5,500 of them are at any one time living and working as expatriates. The expatriates at Shell are a very diverse group, made up of over 70 nationalities and located in more than 100 countries. Shell has long recognized that as a global corporation, the international mobility of its workforce is essential to its success. By the early 1990's, however Shell was finding it harder to recruit key personnel for foreign posting. To discover why, the company in 1993 interviewed more than 200 expatriate employees and their spouses to determine their biggest concern. The data were then used to construct a survey that was sent to 70,000 current and former expatriate employees, expatriates spouses and employees to accept international assignments.

The survey registered a phenomenal 70% response rate; clearly indicate that many employees thought this was an important issue. According to the survey, five issues had the greatest impact on the willingness of employees to accept an international assignment. In order of importance these were:

- i) Separation from children during their secondary education (the children of British and Dutch expatriates were often sent to boarding school in their home countries while their parents worked abroad)
- ii) Harm done to spouses' career and employment.
- iii) Failure to recognize and involve spouse in the relocation decision.
- iv) Failure to provide adequate information and assistance regarding relocation.
- v) Health issues.

The underlying message was that the family is the basic unit of expatriation not the individual and Shell needed to do more to recognize that

1. "Family is the basic unit of expatriation, not the individual". Do you agree with this? Explain (5M)
2. Discuss how Spouses' career problem can be solved during expatriation. (5M)

-----BEST WISHES -----

10

CO1

L2