

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

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

Date: 18 Jul 2021  
Time: 02:00 PM - 03:30 PM  
Max Marks: 50

<b>PART A</b>				
<i>Answer any2 question(s)</i>				
Q.No			Marks	CO BT/CL
1	a	What do you mean by performance management.	3	CO4 L1
	b	Outline the performance management cycle.	7	CO4 L1
	c	What are the issues and challenges in international performance management.	10	CO4 L1
2	a	What do you mean by HRIS	3	CO4 L1
	b	Explain key components of international compensation.	7	CO4 L1
	c	Explain various approaches to international compensation.	10	CO4 L1
3	a	What are the objectives of international compensation.	3	CO4 L1
	b	Explain the difference between ILO and ILS	7	CO4 L1
	c	Explain the tripartite structure of ILO with diagram.	10	CO4 L1
<b>PART B</b>				
<i>Answer All Questions</i>				
Q.No			Marks	CO BT/CL
4		<p><b>CASE STUDY</b></p> <p>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.</p> <p>Inspite 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.</p> <p>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.</p> <p>1. Discuss the strategies applied by Radar. 2. In the new corporate structure how do you think staffing and selection would happen at Radar?</p>	10	CO4 L3