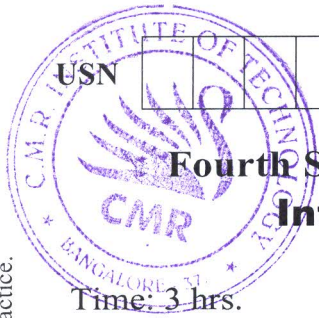


# CBCS SCHEME

20MBAHR403



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Fourth Semester MBA Degree Examination, Dec.2023/Jan.2024

## International Human Resource Management

Time: 3 hrs.

Max. Marks:100

- Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.**  
**2. Question No. 8 is compulsory.**

- 1 a. Define International Human Resource Management. (03 Marks)  
b. Explain the Objectives of IHRM. (07 Marks)  
c. Examine the role of Culture and Values in Cross – Culture Management. (10 Marks)
- 2 a. Write a note of Differences in HRM practices in International Perspective. (03 Marks)  
b. What are the approaches to International Human Resource Management? (07 Marks)  
c. Describe the role of Training in Developing the Global Leaders and Expatriates. (10 Marks)
- 3 a. What are the different types of Knowledge? (03 Marks)  
b. Differentiate between Domestic Versus International Human Resource Management. (07 Marks)  
c. Define Global Performance Management. What are the key components of International Performance Management? (10 Marks)
- 4 a. What is TCN? (03 Marks)  
b. What are the key components of Global Rewards System? (07 Marks)  
c. Examine the complexities faced by IHR Managers. (10 Marks)
- 5 a. Examine the motives for International transfer. (03 Marks)  
b. What are the Dimensions of International Assignment Success? (07 Marks)  
c. How does the MNCs act in diverse host Country Environment? (10 Marks)
- 6 a. What is Diversity Management? (03 Marks)  
b. What are the challenges in changing context of Global Employment Relations? (07 Marks)  
c. Examine the problems with de – regulation in a Global context. (10 Marks)
- 7 a. What is Repatriation? (03 Marks)  
b. Write a brief note on different models of Organisational Culture. (07 Marks)  
c. Explain the role of Ethics and Corporate Social responsibility and Maintaining International Labour standard in International Human Resource Management. (10 Marks)

**8 CASE STUDY (Compulsory) :**

An Indian family from Delhi was posted to London, England. The expatriate Manish was doing extremely well in the English Company. Within a span of a year he was able to establish good links with the Company's suppliers and customs. Manish has established himself in the Company in the very short period. His performance was assessed quite high by his superiors and was likely to get a promotion too.

Mean while his 10 years son was finding it difficult to adjust in the new setting. He was not able to make good friends either at school or home. His wife was also not comfortable in the new settings. She was also found making remarks about England amongst her newly made friends that, "It appears to be good from outside but we are not really much happy".

**Questions :**

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- a. Will the discomfort of Manish's son and wife has an impact on performance of Manish in his organisation. Give explanation for the same. (10 Marks)
- b. What would you do if you were Manish? What could Manish or the Company do for his wife or son? (10 Marks)

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