

**CMR
INSTITUTE OF
TECHNOLOGY**

SCHEME OF EVALUATION
Internal Assessment Test 2- SEPT 2024

Sub: Global HRM

Code:

Date: 18-09-24 Duration: 90mins Max Marks: 50 Sem: IV

Branch: MBA

Note: Part A - Answer Any Two Full Questions (20*02=40 Marks)

Part B - Compulsory (01*10= 10marks)

Part	Question #	Description	Marks Distribution	Max Marks
A	1	a) Define Performance Management.	Performance management is a continuous process of communication and collaboration between employees and managers to improve employee performance and achieve organizational goals.	3
		b) Explain PMS for expatriates.	Employee performance management includes: Planning work and setting expectations • Continually monitoring performance • Developing the capacity to perform • Periodically rating performance in a summary fashion • Rewarding good performance.	7
		c) Analyze Issues and challenges in international performance management.	Here are some challenges and issues that can arise in international performance management: 1.Cultural diversity 2.Leadership commitment 3.Aligning goals 4.Building trust 5.Coaching 6.Legal compliance	10
				20 M

			<p>7.Inability to offer feedback</p> <p>8.Lack of communication</p> <p>9.Lack of recognition</p>		
2	a)	Define international staffing.	International staffing is the process of hiring and managing employees for a multinational corporation (MNC) that operates in multiple countries.	3	20 M
	b)	Elucidate Approaches to international Compensation.	Some of the approaches commonly followed by MNCs in compensating their expatriate employees are:- i.) Balance sheet approach ii) Host pay system iii) Higher of Home or Host iv) Cafeteria Plans v) Lump sum payments vi) Negotiation approach.	7	
	c)	Recommend in brief components of global total rewards programs	<p>The Five Components of Total Rewards: Answered!</p> <p>Professional growth opportunities.</p> <p>Performance recognition.</p> <p>Flexibility and work-life balance.</p> <p>Comprehensive benefits.</p> <p>Competitive compensation.</p>	10	
3	a)	Discuss Equal opportunities in IHR.	Equal Employment Opportunity (EEO) means the right not to be discriminate against based on 'protected characteristics' outlined in the law.	3	20 M
	b)	Explain the Hofstede's Four, Cultural Dimensions	According to Hofstede, the five main dimensions are identity, power, gender, uncertainty, and time. You can think about cultural value dimensions on a scale or a continuum, where one aspect of the value lies on one side of the scale and the other extreme lies at the other end of the scale.	7	
	c)	Measure the Challenges of corporate social	<p>New challenges and opportunities of CSR in promoting the International Labor Standards</p> <p>1.Education.</p> <p>2.Combating Diseases.</p>	10	

			responsibility in International labour standards.	<p>3.Hunger & Poverty.</p> <p>4.Vocational skills.</p> <p>5.Environmental sustainability.</p> <p>6.Gender equality.</p> <p>7.Women empowerment.</p> <p>8.Social business projects.</p>		
B	4	a)	What staffing strategy should Tec global adopt for its operations in India to balance cost, cultural integration, and local market knowledge, and why?	<p>Key elements of change management</p> <p>Leadership commitment. To drive successful change management, it is vital to have strong leadership committed to the change while effectively communicating the vision and benefits to all stakeholders.</p> <p>Clear communication. ...</p> <p>Employee engagement. ...</p> <p>Monitoring and evaluation.</p>	10	10 M