



Fourth Semester MBA Degree Examination, June/July 2025
Global HRM

22MBAHR404

Max. Marks: 100

- Note: 1. Answer any FOUR full questions from Q.No.1 to Q.No.7.
2. Question No. 8 is compulsory.
3. M : Marks, L: Bloom's level, C: Course outcomes.*

			M	L	C
Q.1	a.	Define GHRM.	3	L1	CO1
	b.	Explain the functions of GHRM.	7	L2	CO1
	c.	Analyze the differences between IHRM and Domestic HRM.	10	L4	CO1
Q.2	a.	What is Culture?	3	L1	CO1
	b.	Interpret Hofstede's and Globe's cultural dimensions.	7	L3	CO2
	c.	Explain the process of Repatriation.	10	L2	CO2
Q.3	a.	Define Expatriate.	3	L1	CO2
	b.	Define Repatriation. Discuss the different phases of repatriation.	7	L2	CO2
	c.	Explain the challenges of repatriation and support practices.	10	L2	CO2
Q.4	a.	Define Training and Development.	3	L1	CO1
	b.	Explain the complexities faced by IHR managers.	7	L2	CO3
	c.	Explain the key components of global total reward programs.	10	L2	CO3
Q.5	a.	What is Cultural shock?	3	L1	CO1
	b.	Explain the performance management practices of China and India.	7	L2	CO4
	c.	Describe the issues and challenges in International performance management.	10	L2	CO4

Q.6	a.	What is CSR?	3	L1	CO1
	b.	List the importance of diversity management in International Organisation.	7	L2	CO4
	c.	Explain Hofstede's four cultural dimensions.	10	L2	CO3
Q.7	a.	Write the meaning of PCN, HCN, TCN.	3	L1	CO1
	b.	Explain Performance Management cycle.	7	L2	CO1
	c.	Explain the International total reward objectives.	10	L2	CO4
Q.8	CASE STUDY :				
	<p>Kartrina Katino a technical trainer by profession, she had worked for a leading medical transcription company for four years before they offered her the opportunity for an International assignment to India. It had sounded overwhelming at first when Sharon the HR Manager had urged her to apply for the post of Director Training and assist the company set up its for host unit outside of the US as a 100% captive BPO. The industry was just getting sensitive to the cost and skill advantages available in countries like India. The first core team of four senior managers were quickly put together with very limited 'Assessment' other than the fact that they were each experts at what they did were willing to relocate for a period of minimum 3 years and were positively oriented towards India.</p> <p>The Indian team had been helpful and the tasks was far simpler than they had assumed.</p> <p>On the work front the task was challenging, hiring was easy and training was tougher and she was surprised to discover a whole new dimension to coaching that worked best in the Indian Corporate set – up.</p> <p>A year into the Assignment, she married Rob her fiancé of 12 years, who was himself a globe – trotting sales executive for an oil company based out of the UAE. Katrina was pregnant and the thrill of having baby born in India was something both of them celebrated and made detailed video recording of every event as Andrew grew up.</p> <p>She now had a team of 5 trainees she'd groomed and the contributions of the training team to the successful operations of the India operations was undoubtedly established. So, when the 3 year term came to an end Katrina willingly accepted the extension of the assignment for an additional 3 years. The India operations were poised for doubling its growth and Katrina did not want to miss the opportunity to be a part of it. However when her second term came to an end and there was no further scope for the extension of the assignment as the Indian team was self sufficient.</p> <p>As she worked with the team back in the US for her re – entry the existing team structure, Katrina quickly discovered that there was already a new Training Director there. A lot of questions relating to the scope of repatriation were not answered till the very end.</p>				

<p>There were new expansion plans being worked out by the corporate team and she'd soon be intimated of the scope to use the skills and expertise acquired during Indian assignment. For the time being she's be repatriated to the US office reporting to the Training Director and draw a compensation at par with some one of her experience in the US scenario. She felt ignored and irrelevant to the team back at the US head quarter. Since her return, she'd spend the day at work wading through some papers and then coffee sessions with the others in the team discussion weather and clothes and fashion.</p> <p>No one to ask what she was doing or to tell her when she was expected to do. She did not know who to blame.</p> <p>Back at home Andrew was just not his 'boycott and active self', which added to her worries. He just did not like the day care centre and his friends through his English was 'rather strange' and poked fun at his accent.</p> <p>Rob's father had suggested she look around for a new and more suitable job as the skills she'd acquired were very premium in the market.</p> <p>Rob was busy too, currently working out of Nigeria in South Africa. He was in the middle of a large oil contract for the company. The contract would be critical for his next promotion.</p> <p>Questions :</p>				
a.	What parts of repatriation were missing in relocating Katrina back to the US?	5	L3	CO4
b.	What next step do you suggest for Katrina to take on her profession front?	5	L3	CO4
c.	What course of action would you propose for Katrina to help her cope with personal problems?	5	L3	CO4
d.	Should Katrina need to her father – in – law's advice on the job change? Why / Why not?	5	L3	CO4
