Seat No.: \_\_\_\_\_

Enrolment No.\_\_\_\_

## GUJARAT TECHNOLOGICAL UNIVERSITY MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014

Subject Code: 2830503 Date: 03-06-2014 Subject Name: International Human Resource Management (IHRM) Time: 14:30 pm — 17:30 pm Total Marks: 70

**Instructions:** 

- 1. Attempt all questions.
- 2. Make suitable assumptions wherever necessary.
- 3. Figures to the right indicate full marks.

| Q1.(a)<br>(b)  | What are main characteristics of the four approaches to international Staffing? Define IHRM. What are the main similarities and differences between domestic and international HRM? | 07<br>07  |
|----------------|---|-----------|
| Q2.(a)         | State & Explain stages of Internationalization.  What is Explain stages of Internationalization.  PCNs and HCNs   | 07        |
| <b>(b)</b>     | What is Expatriate? Explain the concept of TCNs, PCNs and HCNs  OR  | 07        |
| <b>(b)</b>     | Explain the reasons for the failure of expatriate in foreign employment.  | 07        |
| Q3.(a)         | State & Explain factors that influence the Expatriate Selection.  | 07        |
| <b>(b)</b>     | Explain the component of pre-departure Training. <b>OR</b>  | 07        |
| Q3.(a)         | Explain Social Dumping and Cross – cultural Training method.  | 07        |
| (b)            | How can MNCs assist dual career couples' repatriation?  | 07        |
| Q4.(a)         | What are the challenges of performance appraisal in international human resource management?  | 07        |
| <b>(b)</b>     | Explain Cultural variations across nations as per Hofstede's five dimensions. <b>OR</b>   | 07        |
| Q4.(a)         | Explain the variables affecting expatriate performance.   | 07        |
| <b>(b)</b>     | What should be the main objectives for a multinational firm with regard to its compensation policies?   | 07        |
| Q5.(a)         | Explain going rate approach & Balance sheet approaches to compensation  | 07        |
| (b)            | What are the significant trends in HRM practices in recent time?  | 07        |
|                | OR  |           |
| <b>Q5.</b> (a) | Explain the Repatriation Process.   | <b>07</b> |
| <b>(b)</b>     | Explain how trade unions may limit the strategic choices of Multinational firms?  | <b>07</b> |

\*\*\*\*\*