

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA - SEMESTER-III • EXAMINATION – SUMMER • 2015

Subject Code: 2830503

Date: 05-06-2015

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.

- Q.1** (a) Define International Human Resource Management. Distinguish between domestic HRM and International HRM. **07**
(b) Explain various stages of internationalization. How does each stage affect the HR function? **07**
- Q.2** (a) What is cross cultural training? How does it assist in managing diversity? **07**
(b) Discuss the four approaches to staffing in IHRM. **07**
- OR**
- (b) Discuss the factors that contribute to Expatriate's failure. **07**
- Q.3** (a) You are the Group HR director for a small company that has begun to use international assignments. You are considering using an external consulting firm to provide pre-departure training for employees, as you do not have the resources to provide this 'in-house'. What components will be needed to be covered? How will you measure the effectiveness of the pre-departure training program provided by this external consultant? **07**
(b) What is standardization of work? What are the factors influencing standardization of work practices? **07**
- OR**
- Q.3** (a) What are the reasons for using international assignments? **07**
(b) What is re-entry shock? Explain the factors contributing to re-entry shock. **07**
- Q.4** (a) Language standardization requires subsidiary employees to become competent in the corporate language if they seek a career within the multinational. Discuss ways in which employees can be disadvantaged by a lack of corporate language competence. **07**
(b) What contributes to the poaching of subsidiary employees? What steps can be taken to try and retain key employees? **07**
- OR**
- Q.4** (a) Explain the concept of PCN and TCN along with the key differences in their salary compensation. **07**
Q.4 (b) Write a note on expatriate performance appraisal. **07**
- Q.5** (a) How have trade unions responded to multinationals? Have these responses been successful? **07**
(b) What is Social Dumping and why should trade unions be concerned about it? **07**
- OR**
- Q.5** (a) Why is management succession an issue for family-owned firms? **07**
(b) Discuss the key issues in international industrial relations. **07**
