

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION – WINTER • 2014

Subject Code: 2830503

Date: 11-12-2014

Subject Name: International Human Resource Management (IHRM)

Time: 10:30 am - 01:30 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)** What are the main similarities and differences between domestic and international HRM? **07**
- (b)** Who are PCNs, HCNs and TCNs? What are the advantages and disadvantages in recruiting them? **07**
- Q.2 (a)** Explain the main methods of cross- cultural training and also the factors affecting the choice of these methods. **07**
- (b)** Explain the objectives and methods of compensation of international staff. **07**
- OR**
- (b)** Explain the variables that moderate differences between domestic and IHRM. **07**
- Q.3 (a)** Discuss the stages of international transfer cycle. **07**
- (b)** Elaborate on the Factors influencing standardization of work practices. **07**
- OR**
- Q.3 (a)** What are the most important factors involved in the selection decision? **07**
- (b)** What are the different sources of recruitment? Explain in details four approaches of recruitment? **07**
- Q.4 (a)** How will you appraise the employees working for an international assignment? **07**
- (b)** Explain what contributes to the poaching of subsidiary employees and explain which steps you would take to retain key employees. **07**
- OR**
- Q.4 (a)** Write a detailed note on Human resource development and staff flow policy by giving suitable examples. **07**
- Q.4 (b)** Explain International Staffing Policy and how International Manager is Selected. **07**
- Q.5 (a)** Elaborate on the role and response of Unions in Multinationals. **07**
- (b)** How would you appraise an Expatriate? Elaborate on the problems of Performance Review of an Expat. **07**
- OR**
- Q.5 (a)** Define work councils, trade union and what are the work council's right. **07**
- (b)** Who are the actors of Industrial Relation? What are the factors of IR that underlie the differences among nations **07**
