

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-IV • EXAMINATION-SUMMER • 2014

Subject Code: 840302

Date: 26-05-2014

Subject Name: International Human Resource Management (IHRM)

Time: 10.30 am - 13.30 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 IHRM. What is the difference between HRM and IHRM? Explain basic model of IHRM. 07
- (b) What are the stages a firm typically goes through as it grows internationally and how each stage affect the H.R function. 07
- Q.2** (a) There are essentially four approaches to Multinational Staffing Decision. Describe each of them. Give examples of some companies who have adopted such approaches. 07
- (b) Elaborate on the role played by the Corporate H.R. Function in managing people in a multinational context. 07

OR

- (b) Share views on effectiveness of expatriates in transferring knowledge and competencies. 07
- Q.3** (a) Detail the key components of an International Compensation Programme and outline the two main approaches to International Compensation Programme. 07
- (b) You are the H.R manager of a small but growing graphics software provider based in Silicon Valley in Hyderabad. The company's main product is the provision of specialized computer generated graphics for televised sporting events. You have just been awarded the contract to provide graphics for a European sports channel. This requires you to establish an office in Paris where the European client is based. The best available person to establish and manage the Paris office is Richa Sharma, but she has indicated that to stay in Paris for more than one year will place a strain on her relationship with husband Rakesh Sharma, who is owner of a successful computer development firm, based at Hyderabad .What solution you come up with to overcome this barrier to mobility? 07

OR

- Q.3** (a) Discuss the essential components of Pre-Departure Training Programme for Expatriate Employees. 07
- (b) Discuss job-related issues centered on career issues upon re-entry. 07
- Q.4** (a) Identify four inter-related factors that influence the multinational's ability to impose or transfer its preferred work and H.R Practices. 07
- (b) What can be the H.R implications of language standardisation? 07

OR

- Q.4** (a) Discuss the role of H.R in monitoring the H.R practices of Host-Country Subcontractors. 07
- (b) Write a brief note on retaining, developing and retrenching local staff. 07
- Q.5** (a) Write short notes on: a]. Social Dumping b].The impact of Digital Economy 07
- (b) Discuss the factors which influence the Multinational Headquarters involvement in Industrial Relations. 07

OR

- Q.5** (a) "Expatriation remains a key dimension of Multinational Enterprise performance". Which factors you will consider while attempting to determine expatriate's performance? 07
- (b) Write a note on Performance Management as a part of Multinational Control System. 07
