

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
M.B.A - SEMESTER IV- EXAMINATION- WINTER 2015

Subject code: 840302

Date: 03/12/2015

Subject Name: International Human Resource Management (IHRM)

Time: 2:30 pm – 5:30 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) Discuss the difference between Domestic HRM vs International Human Resource Management. (07)
- (b) Define Expatriate. Explain advantages and disadvantages of PCN, TCN & HCN. (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) What are the stages a firm typically goes through as it grows internationally and how does each state affect the HR function? (07)

OR

Q-2

- (b) What is COLA? Why is it important in international human resource management? (07)

Q-3

- (a) Differentiate between a multinational company and a transnational company. (14)
- (b) What is standardization of work? Explain factors influencing standardization of work.

OR

Q-3

- (a) What is re-entry shock? Elaborate the factors contributing to re-entry shock. (14)
- (b) What type of strategies are used by the MNCs use to counter the trade union influences?

Q-4

- (a) Define Performance Management. What criteria are used for performance appraisal of international employee? (14)
- (b) Define Culture. Explain Hofstede model on culture and workplace.

OR

Q-4

- (a) Describe the main differences in the Going Rate and Balance Sheet approaches to international compensation. (14)

- (b) Explain importance of pre-repatriation program. What aspects would you include in a pre-repatriation program?

Q-5

(14)

- (a) As a newly-appointed Project Manager of a research team, you consider that you will be able to manage the project virtually from your office in London, even though the other six members are located in Munich. This will solve your personal dilemma as your family does not want to be relocated. The project has a six-month deadline. What factors should you need to consider in order to make this virtual assignment effective?
- (b) Discuss the major factors associated with appraisal of expatriate managerial performance.

OR

- (a) You are the President of a small but growing graphics software provider based in Silicone Valley in California. The company's main product is the provision of specialised 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 Julia Moore but she has indicated that to stay in Paris for more than one year will place a strain on her relationship with partner Rod Cook, who is the owner/manager of a successful computer software development firm. What solution can you come up with to overcome this barrier to mobility?
- (b) What is turnkey project? Explain the advantages and disadvantages of Turnkey Projects.
