

# CBCS SCHEME

USN



18MBAHR403

## Fourth Semester MBA Degree Examination, Feb./Mar. 2022 International Human Resource Management

Time: 3 hrs.

Max. Marks: 100

**Note: 1. Answer any FOUR full questions from Q1 to Q7.  
2. Question No. 8 is compulsory.**

- 1 a. What is Morgan's model of IHRM? (03 Marks)  
b. Describe the drivers of internationalization of business. (07 Marks)  
c. Compare and contrast between Domestic and International HRM. (10 Marks)
- 2 a. Outline the significance of performance management. (03 Marks)  
b. Explain different phases involved in repatriation. (07 Marks)  
c. Discuss the application of HRIS in employee management. (10 Marks)
- 3 a. What do you mean by CCT? (03 Marks)  
b. Elucidate international training process with example. (07 Marks)  
c. Discuss the variables affecting expatriate performance. (10 Marks)
- 4 a. What is sensitivity training? (03 Marks)  
b. List and explain the reasons, for low presence of female expatriates in international assignments. (07 Marks)  
c. Examine the reasons for MNEs pursuing ethnocentric staffing policy also by highlighting its drawbacks. (10 Marks)
- 5 a. Outline Schuler's 5P model. (03 Marks)  
b. Explain performance management cycle. (07 Marks)  
c. Discuss common allowances and incentives gives to expatriates. (10 Marks)
- 6 a. List the circumstance of catch – 22 dilemmas. (03 Marks)  
b. Explain different types of strategic alliances. (07 Marks)  
c. Discuss the importance of International Labour Standard (ILS) for international business. (10 Marks)
- 7 a. What are the circumstance under which 'reverse culture shock' is experienced? (03 Marks)  
b. Discuss the advantages and disadvantages of selecting PCN and HCN in international assignments. (07 Marks)  
c. 'International assignments are seen as the effective way of accomplishing transfer of knowledge'. Justify. (10 Marks)

**8 CASE STUDY [Compulsory]**

Developing appropriate selection criteria has become a critical IHRM issue especially due to expatriate failure and multi faceted nature of international assignment. The expatriate might select the assignment or reject the assignment either due to individual reasons or due to situational factors. Thus, expatriate selection includes not only individual factors but also specifics of the situation. Magnum express an MNE from India was facing the problem of expatriate failure due to no scientific expatriate selection process.

**Questions :**

- a. Explain the personal factors to be taken in to account in expatriate selection by Magnum express. (05 Marks)
- b. Analyze the reasons for Magnum express problem of expatriate failure? Explain. (05 Marks)
- c. How much 'gender' plays a role in expatriate selection process? Explain. (05 Marks)
- d. Propose the factors to be considered for expatriate selection. (05 Marks)

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