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16/17MBAHR403

**Fourth Semester MBA Degree Examination, July/August 2022**  
**International Human Resource Management**

Time: 3 hrs.

Max. Marks: 80

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

- 1 a. Define International Human Resource Management. (02 Marks)  
b. Discuss the types of International assignments. (06 Marks)  
c. Differentiate between International HRM and domestic HRM. (08 Marks)
- 2 a. What is meant by head hunters? (02 Marks)  
b. Explain the four types of strategic alliances. (06 Marks)  
c. Explain the various approaches to multinational staffing. (08 Marks)
- 3 a. What do you mean by Global Integration? (02 Marks)  
b. What is Knowledge Transfer? What are the types of knowledge? (06 Marks)  
c. Discuss the selection criteria and techniques for hiring expatriates. (08 Marks)
- 4 a. What is International Performance management? (02 Marks)  
b. Explain the performance management cycle. (06 Marks)  
c. Explain in detail various types of expatriate training. (08 Marks)
- 5 a. What is repatriate training? (02 Marks)  
b. Discuss the key issues in International Industrial relations. (06 Marks)  
c. Discuss the steps of repatriate training process. (08 Marks)
- 6 a. What do you mean by COLA? (02 Marks)  
b. Discuss briefly the 5P model of IHRM. (06 Marks)  
c. What are the components of International Compensation management? Explain. (08 Marks)
- 7 a. Define global leadership. (02 Marks)  
b. Write a short note on sensitivity training. (06 Marks)  
c. Discuss the applications of HRIS in employee management. (08 Marks)

Important Note : 1. On completing your answers, compulsorily draw diagonal cross lines on the remaining blank pages.  
2. Any revealing of identification, appeal to evaluator and /or equations written eg, 42+8 = 50, will be treated as malpractice.

**WHOM DO YOU SATISFY? EXPATRIATE OR NATIONALS**

Hi-Tech Electronics Limited was established in 2006 in Kuala Lumpur, Malaysia. It produces and markets all types of electronics goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technology and one among the top three companies regarding marketing of the products in Malaysia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but also by various wage boards and pay commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits. The problem is stated here under.

The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. This employees from the cream of the company's present resource. The expatriate employees occupied higher position in all the departments including Human Resource Department. The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is the same for both the expatriate and national employees. But expatriate receive additional allowances like international market allowance, educational allowance, settling-in-allowance, car allowance, housing allowance and entertainment allowance. Thus expatriate receives nearly 250% more salary than the nationals doing the same job. The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

Questions :

- a. What is the crucial issue in this case? (04 Marks)
- b. If you were the HR manager of the company, whom do you satisfy? (04 Marks)
- c. What are the objectives of international compensation management? (04 Marks)
- d. In your view who should be paid higher? (04 Marks)

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