

CBCS SCHEME



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18MBAHR403

Fourth Semester MBA Degree Examination, Jan./Feb. 2023 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. Why do organizations go global for their human resources? (03 Marks)
b. Identify the different challenges faced in IHRM. (07 Marks)
c. Illustrate different approaches of multinational staffing decisions with its advantages and disadvantages. (10 Marks)
- 2 a. List out limit of global integration. (03 Marks)
b. Analyze the different sources of recruitment in IHRM. (07 Marks)
c. How does culture influence the employee management issues of an international organization? (10 Marks)
- 3 a. What is Repatriation? (03 Marks)
b. Analyze the different models of IHRM. (07 Marks)
c. Explain international staff training cycle. (10 Marks)
- 4 a. Why interviews are conducted in international selection. (03 Marks)
b. Explain different methods used of appraising the performance of expatriate. (07 Marks)
c. Analyze the different types of international Assignment. (10 Marks)
- 5 a. Outline the constraints in international performance management. (03 Marks)
b. Elaborate on the different techniques used in international selection. (07 Marks)
c. Explain the different challenges of localization in details. (10 Marks)
- 6 a. List out the factors influencing repatriation. (03 Marks)
b. Explain expatriate adjustment process in detail. (07 Marks)
c. Describe the performance management cycle with a neat diagram. (10 Marks)
- 7 a. Identify the key issues in HRIS. (03 Marks)
b. Critically evaluate the different approaches adopted in international compensation. (07 Marks)
c. Explain the steps involved in designing of HRIS. (10 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.

8 CASE STUDY [Compulsory]

A Malaysian Electronics Company promoted its HR Manager, who is also South Korean and bachelor degree holder in psychology to the level of the CEO of the company, based on his commitment and seriousness in rendering his responsibilities in his earlier jobs.

The company employed an Indian Expatriate a master degree holder in HRM as the head of HR department and a Fiji national who did his master's programme in political science and a senior executive of a professional human resource association as assistant HR Manager. These three executives used to share their experience and knowledge in HRM in formulating HRM policies, crafting HR, Organizational strategies as well as HR practices of the company.

The Assistant HR Manager brought vibrant policies in designing HR strategies in his area of operations of compensation management and earned credit for his performance from CEO of the company. Having earned credit of the superior, the Assistant HR Manager, acquired the workplace cultures of an average Malaysian Company like moonlighting, flexible work schedules, flexible timings and work programs that affected the work performance of the employee as well as the supply chain and the organizational performance adversely.

The head of the HR department and CEO were aware of the developments leading to the shifts in the work behaviour of the Assistant HR Manager and consequently its adverse effects on the delivery of the output to the internal customers, work schedules and ultimately performance of the employees and the department as a whole. However, they were tolerating the behaviour of the Assistant HR Manager and have given the benefits of the doubt in his favour.

Ultimately, the level of irregularity cropped up leading to a noticeable event. The CEO informally told the Assistant HR Manager to meet him to discuss the problem and settle the issue. The Assistant HR Manager paid a deaf ear and resorted to an unexpected and undesirable behavioural situation, resulting in a three dimensional whistle blowing in the company.

Questions :

- a. Being the CEO of the company analyze the problem in your own words. (05 Marks)
- b. Is the culture variation consequent of the different nationalities of the three executive resulted in an undesirable situation? Justify. (05 Marks)
- c. How do you make the Assistant HR Manager understand the current situation? (05 Marks)
- d. What global HR strategies would you suggest to prevent such situation? (05 Marks)

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