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## P.E.S. College of Engineering, Mandya - 571 401

(An Autonomous Institution affiliated to VTU, Belagavi)

Fourth Semester, Master of Business Administration (MBA)

Semester End Examination; June - 2017

International Human Resource Management

Time: 3 hrs

Max. Marks: 100

*Note: Answer all FOUR full questions from PART - A and PART - B (Case study) is compulsory.*

### PART - A

- 1 a. Explain the various approaches of IHRM. 10  
 b. Define IHRM. Explain the difference between HRM and IHRM. 10

### OR

- 2 a. Explain the states of Internalization. 10  
 b. Who is an expatriate? What are the important factors in the selection decision of an expatriate? 10  
 3 a. What are the reasons of expatriate failure? 10  
 b. What are the barriers to females taking international assignments? 10

### OR

- 4 a. Explain the different approaches to international compensation. 10  
 b. Discuss the factors associated with appraisal of expatriate managerial performance. 10  
 5 a. Discuss the qualities of a global manager. 10  
 b. What are the various factors moderating expatriate performance? 10

### OR

- 6 a. What are the key components of international compensation? 10  
 b. What are the factors influencing international IR? 10  
 7 a. Explain the components of pre-departure training. 10  
 b. Explain the approaches to staffing. 10

### OR

- 8 a. Discuss the 5 IHRM models in detail. 10  
 b. Discuss the factors that influence the Global work environment. 10

### PART - B (Compulsory)

#### 9. Case study:

An Australian was expatriated to the MNC required office in Tokyo. Although his position was designated as marketing manager, he also performed a critical strategic role for global business development. One of his main roles was intelligence gathering and the identification of business opportunities for his former supervisor.

Back at the Australian headquarters, the former supervisor although located in Australia, was in best position to evaluate the market and environment research and related material that the expatriate was collecting for input into the MNC is global and regional strategies. The Australian expatriate's appraisal was therefore conducted by his former supervisor at the head quarters rather than by senior manager in the Tokyo office. The head quarter based supervisor was also the most influential in subsequent decision about this expatriates post repatriation career progression.

**Questions:**

- i) Analyze the case situation.
- ii) Who should conduct the performance appraisal? Why?
- iii) Comment on the case situation.
- iv) What are your suggestions to improve the expatriate performance appraisal?

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