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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; May/ June - 2019

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. Describe four different approaches to International Human Resource Management. 10
 b. Explain any two models of IHRM in detail. 10

OR

- 2 a. Explain various factors which differentiate International HRM from Domestic HRM? 10
 b. What are the stages that an organization passes through while growing from local operations to international operations? 10
- 3 a. Can matrix organization be successful in pursuit of multiple business dimensions? 10
 b. What are the advantages and disadvantages of selecting staff from HCNs, PCNs and TCNs? 10

OR

- 4 a. What are the key factors to be considered in staff selection to internationalized firms? 10
 b. What strategies can companies develop to overcome the potential barrier that dual career couples may become in terms of staff availability for international assignments? 10
- 5 a. What are the variables that determine the expatriate's performance? 10
 b. Explain different approaches to international compensation? 10

OR

- 6 a. What are the components of expatriate training? 10
 b. What is Repatriation? Explain repatriation process. 10
- 7 a. Discuss the key issues in international labor relations. 10
 b. What are the structural evolutionary stages of organization, when they go global? 10

OR

8. Write short notes on : 20
- Cross Cultural Training
 - Problems related to female expatriate
 - Qualities of Global Managers
 - Training Rigour

Contd... 2

PART - B (Case study - Compulsory)

9. An Expatriate named Chuck from Midwest, USA, was happy that along with his family was posted to Melbourne, Australia. The expatriate's role was to assist the Australian subsidiary improve its quality control and supplier relationships. Chuck was placed in charge of the purchasing department.

After twelve months, he had successfully established good links with the company's key component suppliers and was in the process of arranging joint company quality training programs with these supplies to ensure the newly-instigated just-in-time inventory procedures were on a sound footing. Chuck was enjoying his new role. Meanwhile, his ten year old daughter was finding it difficult to make friends in the expensive private school the company had arranged for her to attend. His wife was also finding life in Australia somewhat hard to cope with. "On the surface, it seems so much like home, but Australians not at all the same as us Americans and some people make disparaging remarks about us. They use terms such as 'Yanks'. I miss not being able to find familiar things, such as brownie mix, in the supermarket, said Chucks Wife.

Both wife and daughter were not happy staying over in Australia and expressed this to Chuck, and when circumstances provided on acceptable reason for an early end to Chuck's assignment they both were happy. His elderly mother suffered a bad fall, and there were no other family members to take care of her. The family was repatriated after 14 months into a three year assignment. The expatriate was replaced by another PCN.

Questions:

- a. Briefly explain the reasons for expatriate failure in the above case.
- b. That spouse opinion about accepting the international assignment is related to spouse adjustment - Explain.
- c. That premature return of an expatriate spoils the brand image of the firms and adds on the cost - Justify.
- d. What precautions would you take as an international HR manager in selecting expatriate staff?