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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; Aug. / Sep. - 2020

International Human Resource Management

*Munish Gaidole*  
3/29/2020

Time: 3 hrs

Max. Marks: 100

- Note:** i) Answer any **ONE** full question among **Q.1** and **Q.2** in **PART - A**.  
ii) Answer any **THREE** full questions among **Q.3** to **Q.8** in **PART - A**.  
iii) **Q.9** in **PART - B (Case Study)** is compulsory.

## PART - A

- 1 a. Define IHRM and explain the models of IHRM. 10  
b. Briefly explain the drivers of Internationalization. 10

## OR

- 2 a. Explain International HRM approaches. 10  
b. List two advantages and disadvantages of using HCN, TCN, and PCN in International assignment. 10
- 3 a. Explain in detail the methods used in International recruitment. 10  
b. What are the problems faced by expatriate? Discuss. 10
- 4 a. Briefly discuss the process of International performance management. 10  
b. List out the issues and challenges in International performance management. 10
- 5 a. Discuss the components of effective pre departure training. 10  
b. Explain Repatriation process. 10
- 6 a. Explain the objective of International Compensation. 10  
b. Discuss the approaches to International compensation. 10
- 7 a. Discuss the key issues of International labour relations. 10  
b. Explain the labour relations in other countries (any two countries). 10
8. Write short notes on any four :  
a) Note of women expatriation  
b) Five differences between HRM and IHRM 20  
c) Challenges in IHRM  
d) List the methods of International performance appraisal  
e) Key components of International compensation

Contd....2

**PART - B ( Case study – Compulsory)**

9. An Indian family from Delhi was posted to London, England. The expatriate Manish was doing extremely well in the English company. Within a span of a year he was able to establish good links with the company's suppliers and customers. Manish had established himself in the company in this very short period. His performance was assessed quite high by his superiors and was likely to get promotion too. Meanwhile his 10 year old son was finding it difficult to adjust in the new setting. He was not able to make good friends either at school or home. His wife was also not comfortable in the new settings. She was also found making remarks about England amongst her newly made friends that, "It appears to be good from outside but we are not really happy".
- Why were Manish's son and wife not comfortable?
  - If Manish gets equally good opportunity back at home should he take it up?
  - What would you do if you are Manish?
  - What could the company do for Manish's wife and son?

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*Manish*  
3/9/2020  
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