



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; July / Aug. - 2022

International Human Research Management

Time: 3 hrs

Max. Marks: 100

Course Outcomes

The Students will be able to:

CO1: Demonstrate the knowledge of fundamental concepts of IHRM

CO2: Analyze the impact of contemporary issues and global imperatives on Human Resource concepts, policies and practices.

CO3: Apply concepts and knowledge in deployment, expatriate on international assignments.

CO4: Evaluate the effect of different human resource and international industrial relations.

CO5: Develop students to adopt international industrial relation strategies.

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

| Q. No. | Questions PART - A | Marks | BLs | COs | POs |
|-----------|--|-------|-----|-----|-----|
| 1 | a. Explain the drivers of internalization of business. | 10 | L1 | CO1 | PO1 |
| | b. Explain the differences b/w domestic an international HRM. | 10 | L2 | CO1 | PO1 |
| OR | | | | | |
| 2 | a. Define IHRM. Write a note on main challenges of IHRM. | 10 | L1 | CO1 | PO1 |
| | b. Outline the 5P and European models of IHRM. | 10 | L2 | CO1 | PO1 |
| 3 | a. Discuss in brief international HRM approaches. | 10 | L2 | CO2 | PO2 |
| | b. Explain the stages of internationalization. | 10 | L4 | CO3 | PO3 |
| OR | | | | | |
| 4 | a. What is E – Recruitment? Explain its advantages and disadvantages? | 10 | L5 | CO2 | PO4 |
| | b. What do you mean by women expatriate? Discuss the problem related to it. | 10 | L2 | CO3 | PO3 |
| 5 | a. Explain the criteria used for performance appraisal of Individual employees. | 10 | L1 | CO4 | PO1 |
| | b. Explain the components of effective pre-departure training. | 10 | L2 | CO4 | PO1 |
| OR | | | | | |
| 6 | a. Explain the objectives of international compensations. | 10 | L4 | CO4 | PO3 |
| | b. Explain the process of repatriation. | 10 | L6 | CO4 | PO1 |
| 7 | a. Explain the approaches to international compensations. | 10 | L6 | CO4 | PO2 |
| | b. Discuss on HRM practices indifferent countries. | 10 | L5 | CO5 | PO1 |
| OR | | | | | |
| 8 | a. Explain training techniques used to train the employees before sending to foreign Assignment. | 10 | L3 | CO5 | PO2 |
| | b. Discuss briefly HR issues in multinational corporate social responsibility. | 10 | L2 | CO4 | PO3 |

PART - B (Case Study) Compulsory

9. When a major international software developer needed to produce a new product quickly. The project manager assembled a team of employees from India and the US. From the start, the team members could not agree on a delivery date for the product.

The Americans thought the work could be done in two to three weeks, the Indians predicted it would take two to three months. As time went on, the Indian team members proved reluctant to report set backs in the production process, which the American team members would find out only when work was due to be parsed to them.

Such conflicts of course, may affect any team, but in this case, they also from cultural differences. As tension mounted, conflict over delivery dates and feedback became personal, disrupting team member's communication about even routine issue. The project manager decided he had to intervene with the result that both the American and the Indian team members come to rely on him for direction regarding minute operational details that the team should have been able to handle itself.

The manager was held up by issues that the project went hopelessly off even with the most pessimistic schedule and the team never learned to work together effectively

Questions

- | | | | | |
|--|----|----|-----|-----|
| a. What mistakes did the project manager commit while constituting the team? | 10 | L2 | CO3 | PO2 |
| b. Which of the strategies do you recommend to bring the team back on track? | 10 | L3 | CO4 | PO3 |

* * * *