

**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	Marks	BLs	COs	POs
PART - A					
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	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

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|--|----|----|-----|-----|
| 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 |

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