



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; August - 2023

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.

Q. No.	Questions	Marks	BLs	COs	POs
PART - A					
1 a.	Briefly discuss about the drivers of internationalization of business.	10	L2	CO1	PO1
b.	Explain Harvard model of IHRM.	10	L1	CO1	PO1
OR					
2 a.	Describe the qualities of a global HR manager.	10	L1	CO1	PO1
b.	Elucidate the differences between domestic and international HRM.	10	L2	CO2	PO2
3 a.	Explain various approaches to IHRM.	10	L2	CO2	PO2
b.	Discuss about the stages in internationalization process.	10	L2	CO3	PO3
OR					
4 a.	What are the issues in staff selection at international requirement level? Explain.	10	L3	CO3	PO3
b.	Briefly discuss about recruitment, its advantages and disadvantages.	10	L2	CO2	PO1
5 a.	Discuss about the components of compensation to expatriate.	10	L2	C4	PO1
b.	Illustrate the process of repatriation.	10	L2	CO4	PO1
OR					
6 a.	What is cross cultural training? Explain.	10	L1	CO4	PO1
b.	Explain the criteria used for performance appraisal of individual employees at international level.	10	L2	CO3	PO2
7 a.	Explain various components of effective pro departure training.	10	L1	CO4	PO1
b.	How to develop international staff and teams? Explain.	10	L6	CO5	PO4
OR					
8 a.	What are the key issues of labour unions to MNC's? Explain.	10	L2	CO5	PO2
b.	Illustrate various corporate social responsibility practices of MNC's.	10	L5	CO3	PO4
PART - B (Case Study is Compulsory)					
9.	A Malaysian Elections company promoted its HR manager, who is also South – Korean and a bachelor degree holder in psychology to the level of the CEO of the company, based on his commitment and seriousness.				

The company employed an Indian expatriate a MBA degree holder in HRM as a head of the HR department and Fiji national – who did his master’s program in political science and a senior executive of a professional HR association as Asst HR manager. These 3 executives used to share this experiences and knowledge in HRM, in formulating HRM policies, crafting HR, strategies as well as HR practices.

The Asst manager brought vibrant polices in designing HR strategies and earned his credit from CEO. Also he acquired the work place culture of an average Malaysian company like moonlighting, flexible work timings that affect the performance of the employees, supply chain and organization performance.

The head of the HR dept. and CEO were aware of the developments leading to the shifts in the behaviour of Asst HR Manager and consequently its adverse effects on the delivery of the output. However they are tolerating the behaviour of the Asst HR manager and have given the benefit f doubt in favor.

Ultimately the level of irregularity cropped up leading to a noticeable event. The CEO informally told to Asst HR Manager, to meet him to discuss the problem and settle the issue. The Asst. HR manage paid a day are and resorted to an unexpected and undesirable behavioral situation, resulting in a 3-imension and whistle blowing in the company.

Questions:

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|----|---|---|----|-----|-----|
| a. | Is it cultural variations consequent of the different nationalities of 3-exclusives resulted in undesirable situation? | 5 | L4 | CO3 | PO2 |
| b. | Is it the work place resulted in an un-desirable situation? | 5 | L4 | CO4 | PO2 |
| c. | Is it parental ego of all three executives due to either position on due to the knowledge that resulted in whistle blowing? | 5 | L4 | CO3 | PO2 |
| d. | What global HR strategies would you suggest to prevent such situation? | 5 | L6 | CO4 | PO4 |

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