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P.E.S. College of Engineering, Mandya - 571 401
(An Autonomous Institution under VTU, Belgaum)
Fourth Semester, Master of Business Administration (MBA)
Semester End Examination; June - 2016
International Human Resource Management

Time: 3 hrs

Max. Marks: 100

Note: Answer any FOUR full questions from PART - A and PART - B (case study) is compulsory.

PART - A

- 1 a. What is IHRM? Bring out the scope and future challenges of IHRM. 10
 b. Differentiate Domestic and International HRM and list out the qualities of a Global HR Manager. 10

OR

- 2 a. Outline the main characteristic of different IHRM approaches. 10
 b. What are the stages of Internationalizations? Explain. 10
 3 a. Discuss the major factors associated with the appraisal of expatriate managerial performance. 10
 b. Explain the selection process of executives for an multinational organization. 10

OR

- 4 a. Explain various issues involved in selection decision of expatriate. 10
 b. How to manage cultural diversity in IHRM? Explain. 10
 5 a. Explain the characteristics of expatriate manager, what are the challenges faced in training expatriate managers? 10
 b. What is cross cultural Training? Explain the steps involved in cross cultural training programme. 10

OR

- 6 a. Explain the factors influencing international compensation and critically examine the components of a compensation package in an international organizations. 10
 b. Explain the steps involved in Repatriations process. 10
 7 a. "Trade unions in MNCs has different role to play". Discuss. 10
 b. Explain International Industrial relations. 10

OR

- 8 a. What type of HR strategies do you formulate for an MNC that prefer business process outsourcing strategy? 10
 b. Give an detailed account of people management in European Countries. 10

PART - B**Case Study (Compulsory)**

9. Hi-tech electronics Ltd., was established in 2006 in Kaulalampur, Malasia. It products and markets all types of electronic goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technologies and one among top three in marketing the products in Malasia. The company's salary administration policies and practices were taken as guidelines not only by other companies but also by various wage boards in the country. But this company has been struggling a lot because of a minor problem relating to the administration of salary and benefits. The problem is:

The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. The expatriate engineers occupied higher positions in all departments including HR dept. The company salary policy and benefit policy were formulated mainly on the basis of expatriate desire. The base salary is same for both expatriate and national employee. But expatriate receives additional allowance like – international allowance, education allowance, setting in allowance etc., Thus expatriate receives nearly 250% extra than national employees – doing the same job.

Questions:

- a) What is the crucial issues in this case? Discuss. 10
- b) If you are HR manager of this company, whom do you satisfy and How? Explain. 10