



JP – 945

IV Sem. M.B.A. (Day) Degree Examination, June 2008

(Updated Scheme)

MANAGEMENT

H-6 : International Human Resource Management

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** from the following : (6×2=12)
- What is a virtual assignments ?
 - What is social dumping ? Give an example.
 - Define expatriate manager in your own words.
 - What is third country nationals ?
 - Define International human resource management in your own words.
 - What is standardisation of work practices ?
 - What do you mean by dual-career couples ?
 - What is pre-departure training ?

SECTION – B

- Answer **any four** from the following : (4×5=20)
- Bring out the differences between domestic and international human resource management.
 - What are the challenges in training expatriate managers ?
 - How trade unions responded to the MNCs ? Have these responses been successful ?
 - Explain the factors influencing expatriate selection.
 - What factors contribute to re-entry shock ? Explain.
 - Discuss the approaches to the international labour relations.

P.T.O.



SECTION - C

Answer **any three** from the following :

(3×10=30)

8. Explain the specific HRM challenges in a MNC.
9. Discuss the approaches to international staffing policy.
10. Elucidate the repatriation process in detail.
11. Discuss the factors influencing performance appraisal in a MNC.
12. Explain the executive pay policies for global managers with examples.

SECTION - D

13. Case Study (compulsory) :

(1×13=13)

Analyse the case and answer the questions given below :

One of the hotels in Australia had to explain to the equal Employment Opportunities Commissioner as to why it was circulating an internal memo that violated the Australian Equal Employment law. The internal memo had vacancies for two young single males. Under Australian Equal Employment law, these constitute age, marital status and sex discrimination respectively, so the memo violated the Australian law on three counts.

Questions :

- a) If you are the H R manager of the hotel, what is your explanations for the allegations made against the hotel ?
 - b) How to handle this situations with out disturbing the hotel operation ?
 - c) What is the lesson a HR manager can learn from the case ?
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