

PG – 1017

IV Semester M.B.A. Degree Examination, June/July 2015  
(2007-08 Scheme)

H – 6 : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 75

SECTION – A

Answer any six questions :

(6×2=12)

1. a) What is the difference between HRM and IHRM ?
- b) What is a Transnational Corporation ?
- c) Define the term "Third Country National".
- d) What do you mean by an "Expatriate" ?
- e) What is social dumping ?
- f) What is virtual organization ?
- g) What is COLA ?
- h) Who is a "Repatriate" ?

SECTION – B

Answer any three of the following questions :

(3×8=24)

2. What is IHRM ? Bring out the scope and future challenges of IHRM.
3. Outline the main characteristics of the four approaches to International HRM.
4. Explain the challenges faced by expatriate managers in training.
5. Discuss the criteria used for performance appraisal of International employees.
6. Explain the causes for expatriate failure with suitable examples.

SECTION – C

Answer any two questions :

(2×12=24)

7. What are the stages a firm typically goes through as it grows Internationally and how does each function affect the HR function ?
8. Discuss the key issues in International industrial relation.
9. What is the function of quality circles ? Write the step by step procedure of quality circles in Japan and in India.

P.T.O.



## SECTION - D

10. Case study (**Compulsory**) :

(1x15=15)

Hi-Tech Electronics Ltd. was established in 2006 in Kuala Lumpur, Malaysia. It produces 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 technology and one among the top three companies regarding marketing of the products in Malaysia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but also by various wage boards and pay commission in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits.

**Questions :**

- i) What is the crucial issue in this case ?
  - ii) If you were the HR Manager of the company whom do you satisfy ?
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