



PG – 914

IV Semester M.B.A. Degree Examination, July 2017  
(2007 – 08 Scheme)  
Management  
H-6 : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time : 3 Hours

Max. Marks : 75

SECTION – A

1. Answer **any six** of the following questions, **each** question carries **two** marks.  
(2x6=12)
- a) Distinguish between Traditional and Virtual Organisation.
  - b) What is Global Talent Search ?
  - c) Define IHRM.
  - d) Who is an expatriate ?
  - e) What is Third Country Nation ?
  - f) What are the objectives of HRP ?
  - g) State the objectives of International Compensation.
  - h) What is Labour relations ?

SECTION – B

Answer **any three** of the following questions, **each** question carries **eight** marks.  
(8x3=24)

- 2. Discuss the importance of virtual organisations in India.
- 3. Cultural sensitivity is the most crucial part of expatriate employment. Do you agree ? Discuss.
- 4. Discuss the factors influencing performance appraisal in an MNC.
- 5. Explain the importance of HRP in IHRM.
- 6. Discuss the approaches of international compensation with suitable examples.

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## SECTION – C

Answer **any two** of the following, **each** question carries **twelve** marks. (12×2=24)

7. Discuss the approaches to International staffing policy.
8. Explain the challenges in training expatriate managers.
9. How have trade unions responded to multinationals ? Have these responses been successful ?

## SECTION – D

10. Case Study (**Compulsory**). (1×15=15)

Whom do you satisfy ? Expatriates or Nationals ?

Hi-Tech Electronics Limited was established in 2006 in Kaulalumpur, 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 policies and practices concerning human resources 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 commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits. The problem is stated here under.

The company employed nearly 400 national young graduate and post-graduate engineers and 20 expatriate engineers. These employees form the cream of the company's present human resource. The expatriate employees occupied higher positions in all the departments including Human Resources Department. The company's salary policy and benefits policy were formulated mainly on the basis of the expatriates desires. The base salary of the company is the same for both the expatriates and national employees. But expatriates receive additional



allowances like international market allowance, educational allowance, risk allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance. Thus, expatriates receive nearly 250% more salary than the nationals doing the same job.

The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pay pocket frustrates them severely.

**Questions :**

- 1) What are the crucial issues in this case ?
  - 2) If you were the HR manager of the company, whom do you satisfy ?
  - 3) How do you resolve the Issues ?
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