



IV Semester M.B.A. (Day & Eve.) Examination, November/December 2023
(CBCS) (2022 – 23 and Onwards)

MANAGEMENT

Paper – 4.4.2 : International HRM (Human Resources)

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** questions from the following. **Each** question carries 5 marks. (5×5=25)

1. Discuss Human Resource Planning in International context.
2. Explain in detail the process of repatriation.
3. Discuss the problems of women expatriates in general.
4. Give a note on the international performance appraisal system.
5. How does international staffing benefit on organization ?
6. Differentiate between Domestic HRM and International HRM.
7. Explain the importance of International Education in IHRM.

SECTION – B

Answer **any three** questions from the following. **Each** question carries 10 marks.

(3×10=30)

8. Discuss in detail the components, objectives and methods of international compensation.
9. What are the factors that affect the performance of non-expatriates ?
10. Write a detailed note on human rights movement in Japan and China.
11. Explain in detail on the training and development of expatriates. How do you manage cultural differences while acquiring new employees ?



SECTION – C

12. Compulsory Case Study.

(1×15=15)

The corporate people are introducing new training method to keep their employees mentally and physically strong. Some of the corporates providing adventurous outdoor training, such as rock climbing, mountaineers sports and so on. The basic idea behind such arrangements is that when the executives are brought together and given a task in an adventurous environment; they lift up their spirit and try to accomplish the targets united. This increases the team intimacy. Desire to reach the target, hard work and most significantly the self-belief to prove them.

A Pharmaceutical entrepreneur noted that though their sales staffs were successful in home markets, struggled in foreign countries. The company provided an adventurous training. They took the employees to another state, where they were unfamiliar with the local language. They were given a destination to reach and were provided with a few clues. The clues were in the local language, which meant they needed to take the help of the local people at every step of their Journey.

The HR team was satisfied to find that the same people, who were finding it difficult to adjust in foreign countries, reached the destinations successfully. This exercise charged up the salespeople who later on delivered good results for the company even in the unfamiliar markets. It has been noted by various HR personnel that such exercises create bondage among the employees, de-stress them and strengthen self-belief, which could hardly be created in conferences and lectures. HR spokesperson at Hutchinson Max Ltd. who conducted such adventure trainings, mentioned, "Roles are reversed and hierarchy is broken down during adventure training as sports like mountaineering and river crossing through situational leaders. A lot of youngsters begin to guide their seniors and speak more freely. Sometimes this carries over to the workplace, thus making the work environment healthier".

Questions:

- Do you agree that such out of the way training change helps ? Give your views.
 - Continuous improvements by innovation are essential in every sphere of organizational activity. Mention your opinion.
 - Discuss how teamwork improved in this case.
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