

AR16

Code: 16MBA4006

SET-I

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)**

**II MBA IV Semester Regular Examinations, April, 2018
INTERNATIONAL FINANCIAL MANAGEMENT**

Time: 3 Hrs

Max. Marks: 60

**Answer any Five questions
All questions carry EQUAL marks
Question No. 8 is Compulsory**

1. a) Define International Business and explain different International Business Theories?
b) Discuss the nature and scope of International Financial Management.
2. a) What is Floating exchange rate regime? How it is better than Fixed exchange rate regime?
b) Write a note on the developments in the European Monetary Union.
3. a) Explain about the participants in Foreign Exchange Market.
b) Explain the different sources for raising funds from international financial market.
4. a) Explain the PPP theory. Is it applicable to both short term and long term? Elucidate.
b) Define Futures Market. How is speculation done in Futures Market?
5. a) Define International Capital Budgeting and explain the techniques of International Capital Budgeting.
b) What is FDI? Explain the theories of FDI.
6. a) What do you mean by cash positioning in international cash management? Should the surplus cash be invested?
b) Explain the different modes of payment in International Trade.
7. a) Explain the concept of Loan Syndication and write up its process.
b) Is it correct to say that transfer pricing is done for minimizing the tax and tariff burden of the firm as a whole?
8. **CASE STUDY:**
Given the following data.
Spot Rate: Rs. 42.0010 = \$1
6 month forward rate: Rs. 42.8020 = \$1
Annualised interest rate on 6 month rupee: 12 percent.
Annualised interest rate on 6 month dollar: 8 percent
Calculate the arbitrage possibilities.

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SET-I

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)**

II MBA IV Semester Regular Examinations, APRIL, 2018

GLOBAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hrs

Max. Marks: 60

**Answer any Five questions
All questions carry EQUAL marks
Question No. 8 is Compulsory**

1. a) Define Globalization. Elucidate challenges of globalization. **6 M**
b) Describe the role of strategic international human resource management. **6 M**
2. a) Explain in brief the Indian MNC'S and its challenges. **6 M**
b) Describe in brief Industrial democracy and mention its merits and demerits. **6 M**
3. a) What is selection? Explain its methods and process in GHRM. **6 M**
b) Elaborate expatriate and repatriate issues in global context. **6 M**
4. a) Define Cross-Culture Management. Explain its importance in brief. **6 M**
b) Explain Geert Hofstede's Cultural Dimensions Framework. **6 M**
5. a) Define Compensation management. Explain its importance in brief. **6 M**
b) Design and manage the incentive compensation programs in brief. **6 M**
6. a) Define Human Resource Development. Explain various types of HRD practices. **6 M**
b) Define HRD climate. What are the factors influencing the HRD climate of an organization? **6 M**
7. a) Describe the issues faced by MNEs in sending Women on Expatriation assignments. **6 M**
b) Define Talent management? Explain its process in brief. **6 M**

In the globalization era, Coca-Cola is an emerging MNC creating an environment of learning and development and create an environment of trust and respect. Coca Cola has made it a priority that its employees are treated with respect and the organization provides them with a rewarding work life and helps them develop. It has created an environment where its employees can excel in performance, develop the skills for improvement and move continuously towards their career goals. Learning is not possible without fun and Coca Cola ensures that its employees also get the necessary fun while working. The focus is to make Coca Cola a great place to work where people can achieve their full potential. Coca Cola has focused on providing its associates with the knowledge and skills they need to achieve their hundred percent. It has showed its commitment by providing its people at all levels with education and development programs that enable their growth. It established its own Coca Cola University (CCU) which provides various types of courses through classrooms, e-learning, and field training that can help its associates with personal and professional development both.

Employee engagement is an important factor behind employee motivation. To ensure that employees do not feel left out or frustrated companies must use employee engagement programs that make them feel valued and included. The success of Coca Cola also depends on how committed and motivated its employees are. Payments and rewards have become increasingly important to keeping the employees happy. It is crucial to pay the employees fairly if a company wishes to attract and retain only the best. Coca Cola offers competitive pay and motivating benefits to its employees. Coca Cola is on a global diversity mission. It recognizes the importance of diversity which is at the core of its business. In its diversity mission it aims to mirror the rich diversity of the global marketplace. Its global team is rich in diversity which is made up of associates from diverse backgrounds that possess diverse talents. Such kind of diversity fosters performance as people with diverse talents generate diverse ideas. Several teams globally are dedicated to strengthening the diversity practices at Coca Cola.

Questions for the Case study:

1. Do you think that the employees in Coca-cola company are benefitted through their reward system?
2. Do you think that employees need training programs in the organization to excel?

**ADITYA INSTITUTE OF TECHNOLOGY AND MANAGEMENT, TEKKALI
(AUTONOMOUS)****MBA-IV Semester (AR13) Supplementary Examinations, April, 2018
STRATEGIC HUMAN RESOURCE MANAGEMENT****Time: 3 hours****Max Marks: 60**

Answer any Five Questions
All questions carry EQUAL marks
Question No.8 is Compulsory

1. What is Strategic HRM? Explain about Strategic HR Policies.
2. Elaborate the investments in Training and Development.
3. Define Organizational Dynamics (OD). Explain its importance in detail.
4. Write and explain the different objectives of international compensation.
5. Discuss the concept of training and maintaining international employees.
6. What is mean by Strategic Alliances? Explain it briefly.
7. Explain in detail about sustainable global competitive advantage.

8. CASE STUDY

The New Delhi Arts project has its headquarters in South Delhi. The project has five full time employees, but during festive season, they hire as many as six part-time workers to type, address enveloped and send out mailings. Samantha, for instance was the executive director head of the office, but she would be found doing the same job like the part-timers.

Despite a constant sense of being a month behind, the office ran relatively smoothly. The office would be stacked with people sometimes but that would not put down the workers. The office had started to spend more on part-time workers. Hence, Mr. Vivek, the office co-ordinator suggested to get a Computer. Vivek was fresh out of college and to him computer was a tool to make job easier. But his belief was not shared by others in the office, they felt the computer would eat the project's mailing list, send wrong things to wrong people, convincing them that the project was a faceless organisation that did not care.

Samantha began to wonder if they should get a computer or not? So, did the others. They consulted Samantha regarding this issue after the office hours. They began to feel that they will have to look out for other job. They feared that they will have to learn the computer language along with the English Vocabulary which they are still struggling to improvise.

One time morning, Samantha called Vivek into the office and asked him if he could recommend any computer consultants. Samantha had read an article about computers that had changed her mind. Vivek was pleased because Samanatha had evidently accepted the idea of a computer in the office. But at the same time, Vivek realised that he has a lot of work to do henceforth.

Questions:

- (a) Is organisation development appropriate in this situation? Why or why not?
- (b) What can Vivek do to overcome the resistance?