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SET 1

Code No: 13MBA2032

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

**MBA IV Semester Regular Examinations, May/June – 2015
INTERNATIONAL FINANCIAL MANAGEMENT**

Time: 3 Hours

Max. Marks: 60

**Answer any FIVE questions
All questions carry equal marks
Question No.8 is Compulsory.**

1. Give a brief introduction to international business. What are the drivers of international business? Discuss various routes of globalisation.
2. Define International Financial Management .What is international financial market? Discuss the types of international financial markets. Give a good structure of multinational corporation.
3. Define IMF? Describe structure of IMF? What are the important functions of IMF? What is the legal framework of borrowing by countries from IMF?
4. Critically examine the factors suggesting that euro would become a leading international currency.
5. Discuss the structure of forex market in India? How the exchange value is being determined? Give the exchange rate of rupee with some foreign currencies.
6. What do you mean by FDI? What are the factors responsible for the promotion of FDI? Discuss merits and demerits of FDI?
7. What do you mean by working capital management? What are the constraints of working capital management? Discuss the basic principles of international cash management?
8. **CASE STUDY:**

Give the solution and outcome to case.

An electronics firm based in the UK imports a number of its components from the Far East. Due to lead times the company needs to plan ahead and place orders weeks, sometimes months, in advance. Due to the large scale of the company's operation the costs involved with these orders are high and fluctuating currency exchange rates can substantially impact their bottom line. The company needs to find a solution that allows them to accurately forecast the costs of orders and therefore set prices for their finished products.

Code No: 13MBA2034

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

**MBA IV Semester Regular Examinations, May/June– 2015
PERFORMANCE MANAGEMENT**

Time: 3 Hours**Max. Marks: 60**

**Answer any FIVE questions
All questions carry equal marks
Question No.8 is Compulsory.**

1. Distinguish performance appraisal with performance management.
2. Do you consider performance management as a management tool?
3. Discuss the effectiveness of MBO and BARS in a performance appraisal.
4. What are the objectives and advantages of MAFS (360 degree PA).
5. How can we develop a performance management system (PMS)? How is PMS linked to organization strategy?
6. Explain the concept of competency and discuss the process of competency identification in an organization.
7. Explain how mentoring and coaching can influence employees performance.
8. Case Study (Compulsory)

Dabur is a leading Indian conglomerate, the 114 year old ayurvedic and pharmaceutical products major Dabur found itself at the crossroads. In the fiscal 1998, 75% of Dabur's turnover had come from fast moving consumer goods (FMCGs). Buoyed by this, the Burman family (promoters and owners of a majority stake in Dabur) formulated a new vision in 1999 with an aim to make Dabur India's best FMCG company is now a leading India MNC having its presence in 50 Countries of the world. Dabur always endeavours to provide innovative products to consumers, with professional management approach. Core values of Dabur are ownership, passion for winning, development of people, customer focus, team work, innovation and integrity. With an E-learning program known as Employee Orientation on Web for Engagement and Reference (EMPOWER), Dabur today successfully develops its human resources to achieve business results in competition. Realizing the importance of human resources, Dabur focuses on effective PMS, which among others, focuses on nurturing a cohesive work environment, to make people feel the compelling need to perform. The culture is such that employees volunteer to perform. With such a performing work culture, Dabur is able to truly integrate their PMS with the strategies of the

organisation. True alignment of people with the organisation, at Dabur takes place through an integrated PMS (performance management system).

Business strategy → GAP Analysis → Performance

Dabur adopts the following multi-pronged action plans to make their people truly good performers:

- Career development of employees
- Career mapping and management development with OD initiatives
- Delegation and de-centralization
- Identification of employee training needs to be done more frequently and followed more diligently
- Innovativeness and creativity of employees to be given more weightage and proper recognition, and suitably rewarded
- System of flexible rewards and choosing of incentives to be introduced

Dabur's Direct Touch Team Program provides a platform to their employees for 'whistle blowing' Campaign against malpractices that maybe the deterrent for achieving business results. Any malpractices like unethical behavior, Wrongful conduct, violation of organizational policies, ethics, etc., are immediately attended to in order to restore confidence in the minds of the employees.

QUESTIONS:

- i. Critically evaluate Dabur's approach to align people with the organisation.
- ii. How can such alignment help Dabur become a good performing organisation?
- iii. Explain about Dabur's E-learning performance program.

