

Roll No.

Total No. of Pages : 03

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MBA (Sem.-4)

**INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

Subject Code : MBA-933-18

M.Code : 77816

Date of Examination : 20-05-2024

Time : 3 Hrs.

Max. Marks : 60

**INSTRUCTIONS TO CANDIDATES :**

1. SECTION-A contains EIGHT questions carrying TWO marks each and students has to attempt ALL questions.
2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.

**SECTION-A**

1. Write briefly :

- a) Explain scope of International Human Resource Management.
- b) What is geocentric staffing? Outline the nature of international staffing.
- c) What are the effective ways to manage repatriation process?
- d) Why do some multinationals appear reluctant to provide basic pre-departure training?
- e) Why Performance of Appraisal is important for the International Employees?
- f) Discuss the various approaches to International Compensation.
- g) Differentiate between Tacit and Explicit knowledge.
- h) What do you mean by Social Dumping?

## SECTION-B

### UNIT-I

2. Define IHRM. What are the main similarities and differences between domestic and international HRM?
3. Explain the problems of Women in the context of international assignments.

### UNIT-II

4. What is Repatriation? Why the Repatriation Program is so important in International Assignments?
5. Explain cross-culture training and its methods of cross culture training.

### UNIT-III

6. Define Performance Management. What is the basic role of Performance Management of International Employees?
7. What should be the main objectives for a multinational firm with regard to its compensation policies?

### UNIT-IV

8. What do you mean for Organizational Knowledge? Also, differentiate between the Tacit and Explicit Knowledge.
9. Discuss the key issues in International Industrial Relations.

## SECTION-C

### 10. Case Study :

When a major international software developer needed to produce a new product quickly, the project manager assembled a team of employees from India and the United States. From the start the team members could not agree on a delivery date for the product. The Americans thought the work could be done in two to three weeks; the Indians predicted it would take two to three months. As time went on, the Indian team members proved reluctant to report setbacks in the production process, which the American team members would find out only when work was due to be passed to them. Such conflicts, of course,

may affect any team, but in this case, they arose from cultural differences. As tensions mounted, conflict over delivery dates and feedback became personal, disrupting team members' communication about even mundane issues. The project manager decided that he had to intervene with the result that both the American and the Indian team members came to rely on him for direction regarding minute operational details that the team should have been able to handle itself. The manager became so bogged down by quotation issues that the project careened hopelessly off even the most pessimistic schedule, and the team never learned to work together effectively.

**Questions :**

- a) What mistakes did the project manager commit while constituting a team?
- b) Which of the strategies do you recommend to bring the team back on track?

**NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.**