

[41007]

**M.B.A. DEGREE EXAMINATIONS
FOURTH SEMESTER**

**SPECIALIZATION: HUMAN RESOURCE MANAGEMENT
Paper -VII: INTERNATIONAL HUMAN RESOURCE MANAGEMENT
(W.E.F. 2016-17 Admitted Batch)**

Time : 3 Hours

Maximum : 75 Marks

SECTION - A

I. Answer any FIVE questions not exceeding one page each. (5×4=20)

- 1) What is Global Integration?
- 2) Explain various approaches to multinational staffing.
- 3) Expatriate training.
- 4) Approaches to compensation management.
- 5) Methods of Compensation
- 6) Outline 5P model of IHRM.
- 7) What do you understand by expatriate failure?
- 8) Explain culture specific HRM issues.

SECTION - B

II. Answer All the questions not exceeding 4 pages each (5×8=40)

1. a) Explain HR challenges at International level in detail.

(OR)

- b) Differentiate between domestic and international HRM.

2. a) Elaborate the factors to be considered for expatriate selection.

(OR)

- b) Explain the various phases of cultural adjustments.

3. a) What is repatriating training? And explain the various steps of repatriate training process.

(OR)

- b) What are Negotiations? And explain its characteristics.

4. a) What is Compensation? And explain the components of compensation management.

(OR)

- b) In what way International assignments are seen as effective way of knowledge transfer?

5. a) What is Trade Union? And explain the role of an international union.

(OR)

- b) Discuss the issues and challenges in international relations at global level.

SECTION - C

III. Case Study (Compulsory)

(1×15=15)

Melbourne based Radar Corporation is a \$ 20 billion manufacturer of coatings, plastics, speciality chemicals and ceramics has been a successful international enterprise for almost three quarters of a century. Several of its foreign operations, particularly those in Europe and Latin America have existed for fifty, Sixty and even seventy years. The company currently operates in twenty one countries on six continents. About two thirds of its employees are non-US national and over 60% of its revenues and profits are derived from foreign operations.

In spite of its impressive International record, only recently has Radar become a global company as it was sharing information of technology among their operations in various countries. Each foreign division or subsidiary operated highly independently, formulating much of its own strategy for manufacturing, marketing, finance and human resources.

Radar wants to develop broad-based global strategies with increased communications and a greater sharing of assets throughout the world. High on that list of 'shared assets' is human resources. Radar also realized that there is a strong need for global managers. They also felt that human resource had to evolve in to global operation and the need to identify, train and develop people with International outlook skills and experiences remain predominant.

Questions:

- 1) Explain the strategies applied by Radar.
 - 2) In the new corporate structure how do you think staffing and selection would happen at Radar?
 - 3) What steps must be taken by Radar to move towards globalization?
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