

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA Integrated - SEMESTER– VII EXAMINATION – SUMMER 2022

Subject Code: 2577143**Date: 07/06/2022****Subject Name: International Human Resource Management****Time: 02:30 pm to 05:30 pm****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q. No.	Question Text and Description	Marks
Q.1	Define the terms based on concepts of theory/practical 1. IHRM 2. Cultural Shock 3. International Staffing 4. Global Talent Search 5. implications of language 6. HCN employees 7. International HR practices	14
Q.2	(a) State the different types of International Human Resources.	07
	(b) Explain the recent trends in International Staffing.	07
OR		
Q.2	(b) Explain the various areas of Global Training and Development.	07
Q.3	(a) Explain the various sources of International Recruitment.	07
	(b) Explain the cultural and employee management issues?	07
OR		
Q.3	(a) Outline the two main approaches to international compensation and the Advantages and disadvantages of each approach?	07
	(b) What can be the barriers that affect while selecting female employee for an International project?	07
Q.4	(a) You have been asked to accept an international assignment that involves Working in china for two years for the general trend, your employer will not Provide a past assignment guarantee you realize that the probability of Unemployment than the assignment is finished rather high. Why would you accept this international assignment?	07
	(b) Discuss the repatriation process with suitable example.	07

OR

- Q.4** (a) What are the key issues in International Industrial relations? Discuss. **07**
(b) Write a note on European Union(EU). **07**

Q.5 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 (routine) issue. The project manager decided 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 issues that the project careened hopelessly off even the most pessimistic schedule – and the team never learned to work together effectively.

- (a) What mistakes did the project manager commit while constituting the team? **07**
(b) Which of the strategies do you recommend to bring the team back on track? **07**

OR

- (a) What are the cultural aspects of US making it different from Indians? **07**
(b) Suggest any two key points to improve the culture of the organization. **07**
