

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MAM - SEMESTER– IX EXAMINATION – SUMMER 2022**

**Subject Code: 4190543****Date: 06/06/2022****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.

<b>Q. No.</b>	<b>Question Text and Description</b>	<b>Marks</b>
<b>Q.1</b>	Define the terms based on concepts of theory/practical 1. IHRM 2. Dual Career Couples 3. International Compensation 4. Designing a repatriation program 5. International Industrial relations 6. Domestic HRM 7. Approaches to staffing	<b>14</b>
<b>Q.2</b>	(a) Outline the differences between domestic and international human resource management and the variables that moderate these differences?	<b>07</b>
	(b) Outline the main characteristics of four approaches to international Staffing with suitable example.	<b>07</b>
<b>OR</b>		
<b>Q.2</b>	(b) What are the reasons for the emergence of international HRM?	<b>07</b>
<b>Q.3</b>	(a) Explain the influences of non-cultural factors at individual level and at Organizational level?	<b>07</b>
	(b) Write a detail notes on international HR planning.	<b>07</b>
<b>OR</b>		
<b>Q.3</b>	(a) Define expatriate. Explain its expatriate selection process for global assignment	<b>07</b>
	(b) Explain problem associated with cross culture research.	<b>07</b>
<b>Q.4</b>	(a) What are the performance management issues associated with international Employees?	<b>07</b>
	(b) Enumerate process of international performance management.	<b>07</b>
<b>OR</b>		
<b>Q.4</b>	(a) Write a detail notes on people management in USA.	<b>07</b>
	(b) Explain difference between labour relation practice in Europe and USA.	<b>07</b>

**Q. 5**

Third country national was sent to Japan for an expatriate assignment for a Japanese company. He was working fine. The contract was of three years. At the end of the second year “Kyodo” deep tsunami up to 5000 cms high struck Japan early Friday morning a day after a powerful earthquake hit the coast of central Chile. The subsidiary and other residential facilities were in terrific danger. TCN manager’s family were living in Japan with him. The government of Japan order immediate evacuation of the foreigners and the people in the affected areas.

- (a) Propose the crisis management plan. **07**
  - (b) If you were the IHRM in charge how would you have dealt with the situation? **07**
- OR
- (a) Would you take the decision of deporting the family members first and TCN manager later? **07**
  - (b) Whether appointing TCN in Japan was a good proposition? **07**

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