

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA SEMESTER- III - EXAMINATION-SUMMER-2024

Subject Code: 4539243

Date: 02/05/2024

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.**
- 4. Use of simple calculators and non-programmable scientific calculators are permitted.**

	Marks
Q.1 Explain the terms: (a) Geocentric (b) Expatriate (c) HCN (d) Digital Economy (e) Model Standing Orders (f) Re-entry Shock (g) Tax Equalization	14
Q.2 (a) Elucidate the similarities and differences between Domestic and International Human Resource Management.	07
(b) “There is no single right approach to International Staffing”. State your agreement or disagreement to this statement by explaining the different international staffing policies	07
OR	
(b) Which are the different issues faced while doing International Recruitment and Selection	07
Q.3 (a) “In today’s era, dual earning couples face completely different challenges”. Throw light on this statement	07
(b) Which are the components of effective pre-departure training?	07
OR	
Q.3 (a) “Performance Management of HCN poses a different kind of challenge”. Do you agree with this statement?	07
(b) Explain repatriation policy in detail.	07
Q.4 (a) “The most critical function of IHRM is to manage, International Industrial Relations”. Explain the statement in the lights of complexity of International Industrial Relations.	07
(b) State the objectives of International Compensation.	07

OR

Q.4 (a) “Standardization of work is an absolute necessity”. Explain the statement by elucidating factors influencing standardization of work. **07**

(b) What is the role of HR in global business? **07**

Q.5 Enigma designs, manufactures and sells commercial airplane engines and fuselages worldwide. It currently has over 1,000 employees in its three locations, including 500 at its global headquarters in Canada, 300 at a manufacturing plant in the U.S., and now over 200 at its newest manufacturing plant in India. The firm is having problems communicating and sharing its corporate values and policies with its newest employees in India. The only experience Enigma has had in opening a new subsidiary prior to India was in the U.S., where corporate values and policies were taken up by American employees with little difficulty. The problems in the Indian plant seem to centre around poor communications between the managers, who are mostly Canadian, and its new employees, who are mostly from India.

The managers complain that employees at the new plant do not speak their mind very often, and often seem to stress harmony with each other over learning Enigma’s culture. Managers are also frustrated that staff meetings frequently start late due to the lateness of employees. The employees, who are younger than their managers on the average, are frustrated that they are not told exactly how to do their tasks; instead, they are told to read their employee manuals for guidance. They are concerned that Enigma managers are too impatient with them about learning the policies. They feel they have been left to their own devices to figure out how things work, which often causes them to stay late at work. What is more, staying late on their shifts often causes them to be late for staff meetings, where they are often berated by managers for not acting like “good Canadian employees”.

(a) Do you think Enigma’s management is taking a more standardized or a more localized approach to their human resources management? Why do you think this? **07**

(b) Imagining you at the place of Management, how would you have solved the situation? **07**

OR

Q.5 (a) Which International staffing policy should enigma follow? Explain the policy and reason for your suggestion **07**

(b) What is the definition of culture? How is it typically measured in the context of international human resource management? **07**
