

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA-SEMESTER-III-EXAMINATION-SUMMER-2025**

Subject Code: 2539331

Date: 10/06/2025

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.

<b>Q.1</b>	Definitions the below terms in brief. (Each questions consist of 2 marks)	<b>14</b>
	(a) Repatriate	
	(b) HCN	
	(c) Polycentric approach	
	(d) Hardship premium	
	(e) Dual career couple	
	(f) Expatriate performance management	
	(g) ILO	
<b>Q.2</b>	(a) Explain three types of employees in an international business in depth	<b>07</b>
	(b) What is ethnocentric employee selection? Explain with example	<b>07</b>
	<b>OR</b>	
	(b) What are the major causes of expatriation failure? Explain any two in depth	<b>07</b>
<b>Q.3</b>	(a) Elaborate the differences between domestic HR and International HR	<b>07</b>
	(b) With a corporate example, explain Ronen's model of selection	<b>07</b>
	<b>OR</b>	
<b>Q.3</b>	(a) Explain all the components of international compensation	<b>07</b>
	(b) With a corporate example, explain Mendenhall and Oddou model of selection	<b>07</b>
<b>Q.4</b>	(a) Explain Going rate approach of compensation	<b>07</b>
	(b) How is ILO important in IHRM? Explain the main duties of ILO in depth	<b>07</b>
	<b>OR</b>	
<b>Q.4</b>	(a) Explain Balance sheet approach of compensation	<b>07</b>
	(b) What is the importance of Hofstede's model in cross border labor relations? Explain the model with a country's example	<b>07</b>

<b>Q.5</b>		<p><b>CASE STUDY:</b>  A family-owned carbon steel company from Germany has extended its business to Hong Kong. The owners bought a small traditional Chinese firm and decided to copy the successful structure they had developed at home. This structure was headed by three general managers who equally shared the responsibilities for the business activities of the firm. The consequences were as follows.</p> <p>1 Now the Chinese employees were assigned tasks by people they have never seen before and whom they did not understand. Many misunderstandings occurred, some were quite costly.</p> <p>2 The employees back in Europe were only concerned with whether the assigned tasks were completed and did not consider any other obligations to the Chinese employees, such as taking care of the relationships with the Chinese government, banks, etc.</p> <p>3 Eventually, the local employees became frustrated and were ready to leave the company.</p> <p>The result was that the management model was changed again and a single managing director of the subsidiary was accountable for all business activities in Hong Kong.</p>	
	(a)	From the above case study, explain the significance of cross cultural training	<b>07</b>
	(b)	Can Polycentric approach in decision making would have been successful in this situation. Justify your answer	<b>07</b>
	<b>OR</b>		
<b>Q.5</b>	(a)	Can Ethnocentric approach in decision making would have been successful in this situation. Justify your answer	<b>07</b>
	(b)	Which strategy can be used to manage cross cultural diversity in this situation? Elaborate	<b>07</b>

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