

Seat No.: \_\_\_\_\_

Enrolment No. \_\_\_\_\_

## **GUJARAT TECHNOLOGICAL UNIVERSITY**

**MBA - SEMESTER– III EXAMINATION – WINTER 2020**

**Subject Code:4539243**

**Date:07/01/2021**

**Subject Name:Specialization-IBM\_ International HRM (IHRM)**

**Time:10:30 AM TO 12.30 PM**

**Total Marks: 47**

**Instructions:**

1. Attempt any **THREE** questions from Q1 to Q6.
2. Q7 is compulsory.
3. Make suitable assumptions wherever necessary.
4. Figures to the right indicate full marks.

**Q.1 Short Questions**

**(06)**

- (a) Types of Employees of an International Firms
- (b) International Assignees
- (c) International Trade Secretariates

**Q.1 Short Questions**

**(06)**

- (1) Virtual Teams
- (2) Cultural Shock
- (3) Ethnocentric

**Q.2(a)** Explain various stages of internationalization. How does each stage affect the HR function? **(6)**

**Q.2(b)** What are the main similarities and difference between domestic and international HRM? **(6)**

**Q.3(a)** Explain the component of pre-departure Training. **(6)**

**Q.3(b)** Explain Cultural variations across nations as per Hofstede's five dimensions. **(6)**

**Q.4(a)** Explain the Repatriation Process. **(6)**

**Q.4(b)** Are Female expatriate different from Male expatriates? Explain Barriers to females taking international assignment. **(6)**

**Q.5(a)** As an HR manger, design the cultural training module for a set of your employees who are going for an overseas assignment of your organization. (Assume any organization of your choice.) **(6)**

**Q.5(b)** Describe the variables affecting expatriate performance. **(6)**

**Q.6(a)** Explain the concept of PCN and TCN along with the key differences in their salary compensation. **(6)**

**Q.6(b)** What is Social Dumping and why should trade unions be concerned about it? **(6)**

**Q.7**

Hi-Tech Electronics Limited was established in 2006 in Kuala Lumpur, Malaysia. It produces and markets all types of electronics goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technology and one among the top three Companies regarding marketing of the products in Malaysia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but Also by various wage boards and pay commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits. The problem is stated hereunder. The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. These employees form the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resource Department. The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is the same for both the expatriate and national employees. But expatriate receive additional allowances like international market allowance, educational allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance. Thus, expatriate receives nearly 250% more salary than the nationals doing the same job. The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

- Q.7 (a)** What is the crucial issue in this case? **(5.5)**
- (b)** If you were the HR manager of the company, whom do you satisfy? **(5.5)**

**OR**

- Q.7 (a)** What are the factors contributing to Expatriate's Failure? **(5.5)**
- (b)** What are the costs of failure? **(5.5)**

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