

GUJARAT TECHNOLOGICAL UNIVERSITY

MAM - SEMESTER– IX EXAMINATION – WINTER 2021

Subject Code: 4190543

Date: 25/11/2021

Subject Name: International Human Resource Management

Time: 10:30 AM to 01:30 PM

Total Marks: 70

Instructions:

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

- Q.1** (a) “Meeting Global status and exposure is one of the key factors Considered for international employment.” Discuss **07**
- (b) IHRM is more complex than HRM. Differentiate between the two and shortly brief the various functions of IHRM. **07**
- Q.2** (a) Explain various approaches of staffing in international context with examples. **07**
- (b) Handling of Women Expatriate is tougher as compared to male expatriate. Justify the statement by underpinning the concept of women expatriate and Shortly mention the issues faced by them and ways to solve it. **07**
- OR**
- (b) Explain the roles of an expatriates and non-expatriates in detail. **07**
- Q.3** (a) Explain repatriation process in detail. **07**
- (b) You are HR manager at XYZ Pvt. Ltd., a leading IT firm; you have to do staff selection for one international assignment. Explain issues you may face for the same. **07**
- OR**
- Q.3** (a) You are working as an HR manager in IT firm who has started with global expansion. Design an effective pre departure training program for him and also Design ways by which you will counsel him for international assignment. **07**
- (b) Describe and discuss various key components of an international Compensation program. **07**
- Q.4** (a) Repatriation is shocking factor for an expatriate. Justify the reason for this Shock and suggest ways for handling it in effective manner. **07**
- (b) Explain various global issues confronting HR Managers in IHRM **07**
- OR**
- Q.4** (a) What are the different approaches of International compensation management? Discuss the merits and demerits of any 3 approaches **07**
- (b) In a firm there are international employees working, as a HR manager how would you manage their performance to increase their efficiency? **07**
- Q.5** (a) Performance appraisal strategy for home country, host country and third country Nationals needs to be tailor made. Design the performance appraisal process for the three by taking relevant example of FMCG firm. **07**
- (b) Explain the response of trade unions to multinationals in detail. **07**
- OR**
- Q.5** (a) How language and standardization affect the HR practices in Host country. **07**
- (b) What are the additional allowances paid by MNCs to expatriates that are distinctive from that of pure domestic companies? How will you consider Taxation on such allowances? **07**
