

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA INTEGRATED-SEMESTER-VII-EXAMINATION-WINTER-2024

Subject Code: 2577143

Date: 28/11/2024

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

- Q.1** (a) Detail the various role and functions of HR in International Organization **07**
(b) One of the various challenges in International HRM is handling the process of repatriation. Detail the repatriation process and validate the challenges faced in the same. **07**
- Q.2** (a) Hiring an expatriate is very different from traditional hiring. Discuss the challenges faced in international hiring and techniques used for recruitment for same. **07**
(b) Discuss in detail the techniques of training which can be employed in training of International employee. **07**
- OR**
- (b) Mapping of the performance of an employee in international context will be very different from Local employee. Detail various steps to be followed in Performance Appraisal of international employee. **07**
- Q.3** (a) Throw light on the various factors influencing the global work environment **07**
(b) Social Dumping is a common phenomenon used in context of International Employee. Explain the pros and cons of social dumping. **07**
- OR**
- Q.3** (a) Explain the key issues in International Industrial Relations **07**
(b) Explain the various methods of rewarding international employees. Also throw light on various benefits and allowances which can be given to International Employees. **07**
- Q.4** (a) Define International HRM. Differentiate between Domestic and Global HRM **07**
(b) Describe four approaches of staffing in international human resource management **07**
- OR**
- Q.4** (a) Explain Standardization and Adaptation of work practices in IHRM **07**
(b) Pre training is a necessary devil in case of international Employees. Throw lights on mode and content of training which should be adopted for International Employee. **07**
- Q.5** (a) Role and recognition of Trade Union becomes very challenging in MNC. Discuss the formation of trade union, its role and importance in Multinational Firms. **07**
(b) Detail the steps of performance appraisal for HCN employees **07**
- OR**
- Q.5** (a) Dual Career Employees needed to be handled with care while assigning them international tasks. What are the dos and don'ts for sending the Dual Career employees into International Market. **07**
(b) Explain Digital Economy. Explain its impact over HRM **07**
