

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

Subject Code: 2539331

Date: 18/12/2024

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 Explain the terms: 14**
- a) Domestic Human Resource Management
 - b) Expatriate
 - c) Who should appraise the performance in case of IHRM?
 - d) Parent Country Nationals
 - e) What is the scope of IHRM?
 - f) Workforce diversity
 - g) Repatriation
- Q.2 (a) What are the global talent acquisitions strategies? 07**
- Q.2 (b) What are the cross-cultural differences in the workplace? 07**
- OR**
- (b) What are the international recruitment measures? 07**
- Q.3 (a) Why is international performance management a challenge? 07**
- (b) How is corporate social responsibility taken care of in international scenarios? 07**
- OR**
- Q.3 (a) What are the ethical considerations in HRM? 07**
- (b) What are the components of International Compensation Package? 07**
- Q.4 (a) What is the responsibility of HR in resolving conflicts in the international scenarios? 07**
- (b) Differentiate between Domestic HRM & International HRM. 07**
- OR**
- Q.4 (a) What are the various approaches to International HRM? 07**
- (b) How do you design a cross cultural training program? 07**

Q.5. Case Study:

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.

- 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.
- 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.
- Eventually, the local employees became frustrated and were ready to leave the company. 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.

- (a) Relate the described situation to one of the cultural dimensions identified by Hofstede. How can you explain it? **07**
- (b) How does this situation compare to comparable situations in your home country? **07**

OR

- (a) What are the limits of a cultural explanation? **07**
- (b) Being an HR, how would you manage the entire situation? **07**
