

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

Subject Code: 4539243

Date: 17/12/2024

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 Short Questions

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- a) Ethnocentric
- b) Repatriation
- c) Dual Career Couple
- d) Culture Shock
- e) Hardship Allowance
- f) Host Country
- g) MNEs

- Q.2 (a)** Define International HRM. Explain the difference between Domestic and International HRM with Examples. **07**
- (b)** At PQR International, you are responsible for maintaining control over HR activities across different countries. What control mechanisms would you put in place to ensure consistent HR practices and policies across all subsidiaries? **07**

OR

- (b)** As the HR head at Tech International, you are tasked with staffing the company's new overseas subsidiary. Discuss the different staffing approaches you could adopt and recommend the most appropriate approach for ensuring both local responsiveness and global integration. **07**

- Q.3 (a)** Explain the key objectives of an international compensation program. How do these objectives ensure the success of expatriate assignments? **07**
- (b)** You are the HR manager at ABC International, tasked with selecting employees for long-term international assignments. What are the key issues you would face in the selection process, and how would you address the unique challenges posed by dual-career couples? **07**

OR

- Q.3 (a)** Explain the stages in Repatriation process. **07**
- (b)** At Global Solutions Ltd., you are responsible for training expatriates before go on their international assignments. What components would you include in an effective pre-departure training program? **07**

- Q.4** (a) What are the key issues in international industrial relations? **07**
 (b) As the performance management head of MegaGlobal Inc., what strategies would you implement to ensure fair and effective evaluation of international employees and HCNs? **07**

OR

- Q.4** (a) Explain the performance appraisal methods for international employees. **07**
 (b) You are the head of HR at **GlobalTech Ltd.**, a multinational organization expanding into a new region. What industrial relations issues do you anticipate, and how would you manage relations with local trade unions? **07**

Q.5 CASE STUDY:

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.

- (a) What is the crucial issue in this case? **07**
 (b) If you were the HR manager of the company, whom do you satisfy? **07**

OR

- (a) What are the factors contributing to Expatriate's Failure? **07**
 (b) What are the costs of failure? **07**
