

**VPM's**  
**DR VN BRIMS, Thane**  
**Programme: PGDM (2016-18)**  
**PGDM Trimester IV Examination September 2017**

<b>Subject</b>	<b>International HRM</b>		
<b>Roll No.</b>		<b>Marks</b>	<b>60 Marks</b>
<b>Total No. of Questions</b>	<b>7</b>	<b>Duration</b>	<b>3 Hours</b>
<b>Total No. of printed pages</b>	<b>2</b>	<b>Date</b>	<b>27.09.2017</b>

**Note: Q1 is compulsory and solve any FOUR from the remaining SIX questions.**

**Q1) 20 Marks (Compulsory)**

**Read the case study carefully and answer the questions**

Quality Foods is planning expansion in various regions like MENA, Europe, Far East and Latin countries.

Four star performers, namely Rakesh, Mukesh, John & Rehman are being considered for expatriate roles by the organization in countries like England, Japan, Mexico and Saudi Arabia

John being a Christian eats Pork, beef while Mukesh is strictly pure vegetarian. Rakesh and his family love to try different dishes while Rehman's family is quite religious.

John can speak Spanish along with English while Rehman's wife is Chinese interpreter. Mukesh being Gujarati Jain, believes in daily worship of Mahavir.

Rehman's wife does not know driving but Mukesh's wife being GM in Indian firm and has been given company car. She is used to driving in absence of company driver.

Mukesh's son is studying of in last year of B.Com and wants to do post graduation from London school of Economics. Rakesh's wife is known for her passion for origami while John's son is fan of Football.

Rehman had been earlier to China but was uncomfortable there for not being allowed to practice his religion in communist regime. Mukesh though weak in English communication, has confidence that he can manage with local Patel community of Birmingham and can manage day-to-day business.

Rakesh had been to Colombia earlier but his wife was unhappy about the crime rate and security of family.

John is interested in getting tax-free compensation while Rehman is interested in earning EUROS.

Rehman had second language as Arabic in his school days while Rakesh had been part of Indo Japanese student exchange program.

John had a love marriage when he met Senorita during his Spain visit. Senorita being a club singer wants to pursue her career in future also

Mukesh hates Japanese people due to their role in Second World War while John is uncomfortable with cold climate. John wants to experience famous Brazilian carnival while Rakesh's children want to experience journey of Bullet trains. Rakesh himself believes in Team incentives while Rehman's old parents want to have pilgrimage of Holy Mecca

Rehman though loves earning in EUROS he is afraid of growing intolerance about Muslims in Christian countries. John loves to have 2 pegs of whisky every day. Rehman's wife is fond of shopping and wish to go at least once to Dubai festival

**Questions**

- A. Which country will be suitable for Rakesh's family as host country and why? Also explain why other countries are not suitable? 5 marks
- B. Which country will be suitable for Rehman's family as host country and why? Also explain why other countries are not suitable? 5 marks
- C. Which country will be suitable for Mukesh's family as host country and why? Also explain why other countries are not suitable? 5 marks
- D. Which country will be suitable for John's family as host country and why? Also explain why other countries are not suitable? 5 marks

**Attempt Any FOUR from the Remaining SIX Questions**

**Q2) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- A. What are problems related to appraisals of HCN and TCN 5  
marks
- B. IHRM deals with five particular areas, list out those areas 5  
marks
- C. List out three types of teams 5  
marks

**Q3) Any one from (a) or (b) ————— (10x1) = 10 Marks**

- A. List out reasons for expatriate failure 10  
marks
- B. List out selection criteria for expatriates 10  
marks

**Q4) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- A. What are effects of expatriate failure on the organization (host & parent) 5  
marks
- B. What are effects of expatriate failures on the individual 5  
marks
- C. Why expatriates are paid higher than HCN? List out reasons 5  
Marks

**Q5) Any one from (a) or (b) ————— (10X1) = 10 Marks**

- A. List out areas covered in expatriate training especially for Middle East countries (Saudi Arabia and UAE). Cover, rules related to ladies, driving rules, religious material, food items to be avoided, gift etiquettes & other areas 10 marks
- B. List out areas covered in expatriate training especially for India. Cover, rules related to traffic, time management, climate, food and dealing with govt. officials & other areas 10 marks

**Q6) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- A. Why expatriate training is important for host country 5  
marks
- B. Describe any three rater biases 5  
marks
- C. Describe any two approaches to international compensation 5  
marks

**Q7) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks**

- A. Describe HCN, TCN and PCN with proper explanation 5 marks
- B. Describe cross cultural training and give two examples of cultural shock 5 marks
- C. Describe any 5 important payroll –India SAP info types 5  
marks