

VPM's
DR VN BRIMS, Thane
Programme: PGDM (2014-16)
Fourth Trimester (HR) Examination September 2015

Subject	International Human Resource Management		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	29.09.2015

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

Q1) 20 Marks (Compulsory)

Read the following case and answer the questions given below:

Nippon Electronics Limited was established in 2006 in Kaulalumpur, 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 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 resources. 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 expatriates receive additional allowances like international market allowance, educational allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance. Thus, expatriates receive 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. They are very agitated because of this issue.

- a. What is the crucial issue in this case?
- b. If you were the HR manager of the company, how would you handle this situation?

Attempt Any FOUR from the Remaining SIX Questions

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

- a) Who is an 'Expatriate'?
- b) "There is hardly any distinction between domestic and international HRM." Do you agree with this statement? Justify.
- c) Explain the term : Home Country National

Q3) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What is cultural shock?
- b) What are the challenges of performance appraisal in international human resource management?
- c) Explain the process of human resource planning for an international assignment.

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

- a) 'Expatriates face several challenges after returning to their home country after completing the international assignment'. Do you agree with the statement? Justify.
- b) Discuss 'cultural adjustment' as a variable affecting performance appraisal in an international assignment.
- c) Discuss the impact of globalization on the workforce.

Q5) Any two from (a) or (b) or (c) ————— (5x2) = 10 Marks

- a) What are the facilities that a company is expected to give its expatriates?
- b) Discuss the advantages and disadvantages of having Parent country nationals.
- c) What is meant by geocentric approach?

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

- a) Mr. Manish Kumar a resident of India is to be sent on an international assignment to Italy. As the HR manager of the company, work out a detailed training program for Mr. Kumar.
- b) Write a short note on : International Industrial Relations
- c) What are the various cross cultural issues in IHRM?

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

- a) Mrs. Vanita Vani is being sent on an international assignment to Spain. Explain her challenges faced by female expatriates.
- b) Write a short note on : Hofstede's Cultural Dimensions
- c) Critically examine the reasons for expatriate failures in international assignments.