

VPM's
DR VN BRIMS, Thane
Programme: MMS (2014-16)
Third Semester (HR) Examination October 2015

Subject	Global HRM		
Roll No.		Marks	60 Marks
Total No. of Questions	7	Duration	3 Hours
Total No. of printed pages	2	Date	30.10.2015

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

Q1) 20 Marks (Compulsory)

Arun is an HR Head of Sarip International, a consulting firm specializing in hotel & restaurant management, is operating an office in Paris, France. Jayant, director of sales & marketing, has been asked to assume responsibilities for the expansion. Jayant understands that the expatriate assignment will last for 2 to 3 years & although he has travelled to Europe for work on several occasions, this is his first long term assignment overseas. He has a lot of questions about what he can expect & also some personal constraints.

Jayant & his wife Nidhi have moved into their new home recently before this assignment came on. Nidhi is an elementary school teacher and does not know how the move will affect her job security. They have 2 children of age 14 & 10 years respectively & their schooling is essential. A friend had mentioned them about the Indian English School in Paris where they can check. None of the family members speak French.

Questions

(20 marks)

1. What is the plan of action Arun as HR Head should draw to see to it that Jayant & his family is comfortable for the long term assignment in Paris. Mention all the aspects which Arun needs to cover for the task as well as for the family settlement.

Attempt Any FOUR from the Remaining SIX Questions

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

- a) What are the types of International Organisations? Explain each with example.
- b) How is Domestic HRM different from IHRM?
- c) Mention the basic IHRM practices followed in brief.

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

- a) What are the factors affecting HRM in International markets – explain?
- b) State the criteria's for selecting the employee for foreign assignments.
- c) Explain with example the emotional cycle associated with a foreign assignment.

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

- a) Write in detail the efforts required to be taken by HR while preparing the Expatriate.
- b) Why does an Expatriate fail, state in detail with examples.
- c). Define Culture. Explain the Octapace in detail.

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

- a) What are the steps required to take to manage the cross-culture differences.
- b) What are the compensation components in case of global HR.
- c) What is CCT? State the merits & demerits of CCT.

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

- a) Mention the stages of international training process.
- b) Why is the sequence of training important in international trainings?
- c) State the activities required for expats performance management.

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

- a) State and explain the reasons for the growing interest in IHRM/GHRM.
- b) What are the issues in managing performance management in global context?
- c) Compensation administration in global scenario is a critical issue to manage – explain the statement with hypothetical example.