Seat No.:	Enrolment No.

GUJARAT TECHNOLOGICAL UNIVERSITY MBA - SEMESTER-III • EXAMINATION – SUMMER • 2014

Subject Code: 2830503 Date: 03-06-2014 Subject Name: International Human Resource Management (IHRM) Time: 14:30 pm – 17:30 pm Total Marks: 70

Instructions:

1.	Attempt all questions.
2.	Make suitable assumptions wherever necessary.

3. Figures to the right indicate full marks.

Q1.(a) (b)	What are main characteristics of the four approaches to international Staffing? Define IHRM. What are the main similarities and differences between domestic and international HRM?	07 07
Q2.(a)	State & Explain stages of Internationalization.	07
(b)	What is Expatriate? Explain the concept of TCNs, PCNs and HCNs OR	07
(b)	Explain the reasons for the failure of expatriate in foreign employment.	07
Q3.(a)	State & Explain factors that influence the Expatriate Selection.	07
(b)	Explain the component of pre-departure Training. OR	07
Q3.(a)	Explain Social Dumping and Cross – cultural Training method.	07
(b)	How can MNCs assist dual career couples' repatriation?	07
Q4.(a)	What are the challenges of performance appraisal in international human resource management?	07
(b)	Explain Cultural variations across nations as per Hofstede's five dimensions. OR	07
Q4.(a)	Explain the variables affecting expatriate performance.	07
(b)	What should be the main objectives for a multinational firm with regard to its compensation policies?	07
Q5.(a)	Explain going rate approach & Balance sheet approaches to compensation	07
(b)	What are the significant trends in HRM practices in recent time?	07
	OR	
Q5. (a)	Explain the Repatriation Process.	07
(b)	Explain how trade unions may limit the strategic choices of Multinational firms?	07
