Seat No.:	Enrolment No

GUJARAT TECHNOLOGICAL UNIVERSITY

MBA - SEMESTER-III • EXAMINATION - SUMMER • 2015

	Subje	ect Code: 2830503 Date: 05-06-2015 ect Name: International Human Resource Management (IHRM) : 14:30 pm – 17:30 pm Total Marks: 70 etions:	
		 Attempt all questions. Make suitable assumptions wherever necessary. Figures to the right indicate full marks. 	
Q.1	(a)	Define International Human Resource Management. Distinguish between domestic HRM and International HRM.	07
	(b)	Explain various stages of internationalization. How does each stage affect the HR function?	07
Q.2	(a) (b)	What is cross cultural training? How does it assist in managing diversity? Discuss the four approaches to staffing in IHRM. OR	07 07
	(b)	Discuss the factors that contribute to Expatriate's failure.	07
Q.3	(a)	You are the Group HR director for a small company that has begun to use international assignments. You are considering using an external consulting firm to provide pre-departure training for employees, as you do not have the resources to provide this 'in-house'. What components will be needed to be covered? How will you measure the effectiveness of the pre-departure training program provided by this external consultant?	07
	(b)	What is standardization of work? What are the factors influencing standardization of work practices?	07
0.1	(.)	OR	07
Q.3	(a) (b)	What are the reasons for using international assignments? What is re-entry shock? Explain the factors contributing to re-entry shock.	07 07
Q.4	(a)	Language standardization requires subsidiary employees to become competent in the corporate language if they seek a career within the multinational. Discuss ways in which employees can be disadvantaged by a lack of corporate language competence.	07
	(b)	What contributes to the poaching of subsidiary employees? What steps can be taken to try and retain key employees? OR	07
Q.4	(a)	Explain the concept of PCN and TCN along with the key differences in their	07
Q.4	(b)	salary compensation. Write a note on expatriate performance appraisal.	07
Q.5	(a)	How have trade unions responded to multinationals? Have these responses been successful?	07
	(b)	What is Social Dumping and why should trade unions be concerned about it?	07
		OR	
Q.5	(a) (b)	Why is management succession an issue for family-owned firms? Discuss the key issues in international industrial relations. ***********************************	07 07