Seat No.: _____ Enrolment No._____

GUJARAT TECHNOLOGICAL UNIVERSITY

M.B.A.- SEMESTER – III • EXAMINATION – WINTER 2012

Subject code: 2830503 **Date: 26-12-2012**

Subject Name: International Human Resource Management (IHRM)

Time: 10:30 pm – 01:30 pm **Total Marks: 70**

Instructions:

1. **Attempt all questions.**
2. **Make suitable assumptions wherever necessary.**
3. **Figures to the right indicate full marks.**

Q.1	**(a)**	Discuss the various approaches to International Compensation.	**07**
	(b)	Why are many Multinationals adopting English as their common corporate language?	**07**
Q.2	**(a)**	Key individuals in SMEs develop critical knowledge and competence about foreign market stocks. How can SME protect itself from losing this stock of knowledge should such a key individual leave the firm.	**07**
	(b)	Social factors of individuals related to re-entry.	**07**
		OR	
	(b)	Explain Expatriate failure.	**07**
Q.3	**(a)**	Why do some MNC appear reluctant to provide basic pre-departure training?	**06**
	(b)	Write short notes:	
		1. Types of International employees	**04**
		2. COLA	**04**
		OR	
Q.3	**(a)**	Four approaches to staffing in IHRM	**06**
	(b)	Write short notes:	
		1. Are female expatriates different?	**04**
		2. What is social dumping and why should unions be concerned about it.	**04**
Q.4	**(a)**	Why is it important to include hard, soft and contextual goals when assessing managerial performance in IHRM?	**08**
	(b)	Cultural variations across nations as per Hofstede's study.	**06**
		OR	
Q.4	**(a)**	Factors influencing the global work environment.	**08**
Q.4	**(b)**	The impact of Digital Economy.	**06**
Q.5	**(a)**	Factors in Expatriate selection	**08**
	(b)	What are the major Host country concerns?	**06**
		OR	
Q.5	**(a)**	Components of an effective pre-departure Training programme.	**08**
	(b)	How can MNCs assist dual career couples' repatriation?	**06**

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