

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-III • EXAMINATION – WINTER • 2014****Subject Code: 2830503****Date: 11-12-2014****Subject Name: International Human Resource Management (IHRM)****Time: 10:30 am - 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) What are the main similarities and differences between domestic and international HRM? **07**
- (b) Who are PCNs, HCNs and TCNs? What are the advantages and disadvantages in recruiting them? **07**
- Q.2** (a) Explain the main methods of cross- cultural training and also the factors affecting the choice of these methods. **07**
- (b) Explain the objectives and methods of compensation of international staff. **07**
- OR**
- (b) Explain the variables that moderate differences between domestic and IHRM. **07**
- Q.3** (a) Discuss the stages of international transfer cycle. **07**
- (b) Elaborate on the Factors influencing standardization of work practices. **07**
- OR**
- Q.3** (a) What are the most important factors involved in the selection decision? **07**
- (b) What are the different sources of recruitment? Explain in details four approaches of recruitment? **07**
- Q.4** (a) How will you appraise the employees working for an international assignment? **07**
- (b) Explain what contributes to the poaching of subsidiary employees and explain which steps you would take to retain key employees. **07**
- OR**
- Q.4** (a) Write a detailed note on Human resource development and staff flow policy by giving suitable examples. **07**
- Q.4** (b) Explain International Staffing Policy and how International Manager is Selected. **07**
- Q.5** (a) Elaborate on the role and response of Unions in Multinationals. **07**
- (b) How would you appraise an Expatriate? Elaborate on the problems of Performance Review of an Expat. **07**
- OR**
- Q.5** (a) Define work councils, trade union and what are the work council's right. **07**
- (b) Who are the actors of Industrial Relation? What are the factors of IR that underlie the differences among nations **07**
