

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER - 3 - EXAMINATION – SUMMER 2021

Subject Code: 4539243**Date: 21/08/2021****Subject Name: International Human Resource Management****Time: 02:30 PM TO 05:30 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** Define Terms. **14**
- (a) TCN
 - (b) Tax equalization
 - (c) Virtual Organization.
 - (d) Cultural shock
 - (e) Ethnocentric
 - (f) Expatriate
 - (g) Repatriation
- Q.2** (a) What is standardization of work? What are the factors influencing standardization of work practices? **07**
- (b) What should be the main objective and bases for a multinational firm with regard to its compensation policies? **07**
- OR**
- (b) What is re-entry shock? Explain the factors contributing to re-entry shock. **07**
- Q.3** (a) What is IHRM? Write its staffing Policies. **07**
- (b) Which are the issues faced by dual career family in current scenario **07**
- OR**
- Q.3** (a) What is the role of a non-expatriate? Why do they return early? **07**
- (b) Write a note on expatriate performance appraisal. **07**
- Q.4** (a) Which are the major criteria to look for when selecting staff for international assignment? **07**
- (b) What is compensation? Which are the objectives required for international compensation? **07**
- OR**
- Q.4** (a) Role of an HR in Global Issues. **07**
- (b) What is the role of an expatriate training and how development of staff is done by international assignment? **07**
- Q.5** **CASE STUDY:**
- Andrew was based in Chicago and worked for a multinational chemical company. His wife, Anne, was an engineer. One evening, Andrew arrived home with the news that he was being posted as local manager to a poor Central American Country X. the appointment was being made in at short notice because of recent policy changes. No one doubted Andrew technical qualifications for the job. He was scheduled to be at post within the month. The company had not consulted his wife, Anne,

about the decision. But she felt that she could not object to a move which would enhance his career. She gave up her own job, took their two young children out of their school and arranged to go with him. At post, Anne discovered that the culture did not tolerate women working in a 'male' profession such as engineering. In addition work permits were not available to a dependent spouse. When Andrew left for work in the morning, she took the children to their new school, communicated with a domestic servant who spoke no English, and shopped in the market. Otherwise she had little to do and was bored and depressed. Her social circle was restricted to the wives of her husband's colleagues. In the evenings their social life was limited to business functions, where typically she was excluded from the main topic of conversation – the company. She knew that she was drinking too much. Also, she knew that her depression worried Andrew and made it harder for him to perform well at work. An acquaintance had reported that local staff was beginning to question his expertise and to query why he had been appointed in preference to a local candidate. Their marital disputes were becoming more common, and all members of the family were suffering. Within the year, Andrew thought of resignation and go back to home country.

- (a) How you will handle the current situation being HR manager. 07
- (b) What type of counseling session you would have taken so as to prevent Andrew from resigning? 07

OR

- Q.5**
- (a) What changes you would initiate to prevent failure of expatriate appointment 07
 - (b) Design an effective compensation strategy inclusive of various allowances which would have kept both Andrew and anne happy 07
