

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER -III– EXAMINATION – WINTER 2021

Subject Code: 4539243**Date: 25-02-2022****Subject Name: International Human Resource Management****Time: 10:30 AM TO 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. No.	Question Text and Description	Marks
Q.1	Define the following terms. (a) Repatriation process (b) International Compensation (c) PCN (d) IIR (e) Social Dumping (f) Non Expatriates (g) Dual Career Couples	14
Q.2	(a) Explain various approaches of staffing in international context with examples. (b) Differentiate between Domestic HRM and International	07 07
OR		
	(b) How language and standardization affect the HR practices in Host country.	07
Q.3	(a) Explain the various factors which moderating performance of an expatriate. (b) Explain the roles of an expatriates and non-expatriates in detail.	07 07
OR		
Q.3	(a) You are a HR manager at Infosys and You have to do staff selection for one international assignment. Explain issues you may face for the same in detail. (b) Explain the approaches to international compensation in detail.	07 07
Q.4	(a) Explain the response of trade unions to multinationals in detail. (b) Design a repatriation program for an expatriate of a leading automobile firm.	07 07
OR		
Q.4	(a) In a firm there are international employees working, as a HR manager how would you manage their performance to increase their efficiency? (b) Explain the various components of effective pre-departure training in detail.	07 07

Q.5

CASE STUDY:

Hi-Tech Electronics Limited was established in 2006 in Kuala Lumpur, Malaysia. It produces and markets all types of electronics goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technology and one among the top three Companies regarding marketing of the products in Malaysia.

The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but Also by various wage boards and pay commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits.

The problem is stated hereunder. The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. This employees form the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resource Department.

The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is the same for both the expatriate and national employees. But expatriate receive additional allowances like international market allowance, educational allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance.

Thus, expatriate receives nearly 250% more salary than the nationals doing the same job. The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

- (a) What is the crucial issue in this case? **07**
(b) If you were the HR manager of the company, whom do you satisfy? **07**

OR

- Q.5** (a) As a HR manager, How will you handle this situation? **07**
(b) According to you, what are the factors contributing to Expatriate's Failure? **07**
