

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER –III-EXAMINATION – WINTER-2022

Subject Code: 4539243

Date:01/02/2023

Subject Name: International Human Resource Management

Time:10:30 AM to 1:30 PM

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1 Short Questions (14)**
- (a) Sub Contracting
 - (b) Cultural Shock
 - (c) Double Taxation.
 - (d) Types of Employees of an International Firms
 - (e) MNEs
 - (f) Virtual Teams
 - (g) Ethnocentric
- Q.2(a) What is pre departure training? Explain the components of pre-departure training. (7)**
- Q.2(b) Explain various stages of internationalization. How does each stage affect the HR function? (7)**
- OR**
- Q.2(b) What are the main similarities and difference between domestic and international HRM? (7)**
- Q.3(a) What is cross cultural training. How does it assist in managing diversity? (7)**
- Q.3(b) Explain repatriation process in detail. (7)**
- OR**
- Q.3(a) What is re-entry shock? Explain the factors contributing to re-entry shock. (7)**
- Q.3(b) What are the different approaches of international compensation management? Discuss the merits and demerits of any 3 approaches. (7)**
- Q.4(a) Discuss the key issues in international industrial relations (7)**

Q.4(b) What are the Factors influencing the global work environment and key factors to be considered in Expatriate selection? (7)

OR

Q.4(a) You are HR manager at i2i Pvt. Ltd., a leading IT firm; you have to do staff selection for one international assignment. Explain issues you may face for the same. (7)

Q.4(b) What is Social Dumping and why should trade unions be concerned about it? (7)

Q.5 Case Study

Siona Campbell, a senior business manager in the London office of a UK MNC, was given a three years assignment in the Chandigarh (India) operations of the company. The MNC started its Indian operations in 2013. Siona was unmarried and had no liabilities back home. As such, she thought that it was a good career opportunity for her. She felt that getting some international management experience would improve her prospects for a promotion after her return from this foreign assignment. However, after she arrived, she found that she was not fully prepared for the many challenges she faced and wondered how best to deal with the situation. Initially she felt overwhelmed because her company's London and Chandigarh offices had not assisted her much during the process of transition.

As an expatriate woman relocating all by herself, Siona was very concerned about her personal safety in India, especially because of some prominent incidents of crimes against women in New Delhi and Mumbai, widely reported in the international media. She knew that as part of her contract, there would be no problem with housing security as her company would arrange for her a suitable house/flat in one of the safest and posh localities in Chandigarh. However, she was worried about how she should dress at work and during her free time, and especially, how others (including her colleagues) might perceive her. Because she was single, she was also concerned about her social life, leisure activities and making new friends in India. In the professional context, Siona felt that the business culture was highly gender biased, and communication was not easy when working with subordinates and other managers as most of them were men. Some of Maria's colleagues and company clients saw her official behaviour as too fastidious and demanding, while she thought it to be competent and assertive. So, Siona had to really try hard to negotiate what sometimes seemed like a cultural minefield, to make sure that she interacted with local colleagues and clients without any problems.

- Q.5 (a)** What challenges may be faced by U.K expatriates in India, as in the case of Siona Campbell? (7)
- (b)** To what extent did gender issues influence the experiences and challenges that Siona came across on her assignment? (7)

OR

- (a)** What insights about India should expatriate managers, especially women, keep in mind when given an expatriate assignment? (7)
- (b)** What can MNCs do to ensure successful selection, training and adjustment for, and completion of, expatriate assignments in the Indian context? (7)
