

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA (IB) SEMESTER III – EXAMINATION – WINTER 2019

Subject Code:1539331**Date:02/12/2019****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.1** Definitions / terms / explanations / short questions based on concepts of theory/practical **14**
- (a) Expatriate
 (b) Polycentric
 (c) Repatriation
 (d) TCN
 (e) Virtual Organization.
 (f) Social Dumping
 (g) Double Taxation.
- Q.2** (a) IHRM is more complex than HRM. Differentiate between the two and shortly brief the various functions of IHRM. **07**
- (b) Handling of Women Expatriate is tougher as compared to male expatriate. Justify the statement by underpinning the concept of women expatriate and shortly mention the issues faced by them and ways to solve it. **07**
- OR**
- (b) You are working as an HR manager in IT firm who has started with global expansion. Design an effective pre departure training program for him and also design ways by which you will counsel him for international assignment. **07**
- Q.3** (a) Repatriation is shocking factor for an expatriate. Justify the reason for this shock and suggest ways for handling it in effective manner. **07**
- (b) What are the different approaches of International compensation management? Discuss the merits and demerits of any 3 approaches **07**
- OR**
- Q.3** (a) What is cross cultural training. How does it assist in managing diversity **07**
- (b) Performance appraisal strategy for home country, host country and third country nationals needs to be tailor made. Design the performance appraisal process for the three by taking relevant example of FMCG firm. **07**
- Q.4** (a) Discuss the key issues in international industrial relations **07**
- (b) What are the additional allowances paid by MNCs to expatriates that are distinctive from that of pure domestic companies? How will you consider taxation on such allowances? **07**
- OR**
- Q.4** (a) What are the Factors influencing the global work environment and key factors to be considered in Expatriate selection **07**

- (b) As a newly appointed Project Manager of a power turbines designing company, you consider that you will be able to manage the project virtually from your office in Melbourne, even though the other six members are located in Stanford. This will help you with work life balance as working wife is not ready for relocation. six-month deadline. What factors should you need to consider in making this virtual assignment effective? **07**

Q.5 Case Study

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Jaideep was based in Chicago and worked for a multinational chemical company. His wife, Anne, was an engineer. One evening, Jaideep 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 Jaideep 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 Jaideep 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 Jaideep 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, Jaideep thought of resignation and go back to home country.

- (a) How you will handle the current situation being hr manager **07**
- (b) What changes you would initiate to prevent failure of expatriate appointment **07**
- OR**
- (a) What type of counselling session you would have taken so as to prevent Jaideep from resigning? **07**
- (b) Design an effective compensation strategy inclusive of various allowances which would have kept both Jaideep and anne happy **07**
