III Semester M.Com. (IB) Examination, January 2019
(CBCS Scheme)
Paper – 3.2 : INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time : 3 Hours  Max. Marks : 70

Instruction : Answer all Sections.

SECTION – A

1. Answer any seven questions out of ten. Each question carries two marks. (7x2=14)
   a) Define International HRM.
   b) Expand EFR.
   c) State any two objectives of International Compensation Strategy.
   d) Give the meaning of Repatriation.
   e) Mention the roles of Trade Unions.
   f) Mention the nature of IHRM.
   g) State the importance of training in MNC’s.
   h) Give the meaning of International performance management.
   i) What do you understand by reverse culture shock ?
   j) Mention the needs for IR in MNC’s.

SECTION – B

Answer any four questions out of six. Each question carries five marks. (4x5=20)

2. Mention the impact of country culture on MNC’s culture.

3. What are the importances of training in MNC’s ?

4. Briefly explain about the approaches to Expat compensation.

5. What are the objectives of an international compensation system ? Explain techniques used by international organizations to pay expatriate who go to work in the host country.

6. What are the needs for Industrial relations ?

7. Write a note on Performance Management Cycle.

P.T.O.
III

SECTION A

Answer any three questions out of five. Each question carries twelve marks. (3\times12=36)

8. Explain the IHRM practices in 5 leading economies.

9. Explain the staffing approaches of multinational companies. Discuss the advantages and disadvantages of approaches.

10. What is international compensation strategy? Explain the philosophy and objectives.

11. "Impact of International HRM on development of India". Comment.

12. Explain the recruitment and selection models and techniques of staffing.

SECTION B

(Each question carries five marks. \(\times 5 \times 5 = 25\))

Answer any four questions out of six. Each question carries five marks.

12. What are the objectives of an international compensation system? Explain.

13. What are the bases for international compensation systems? Explain.

14. Where is the necessity for industrial relations?

15. What is the role of俸nly 人力资源 management?
III Semester M.Com. (IB)/MIB Examination, January 2018
(CBCS Scheme)
Paper – 3.2 : INTERNATIONAL HRM

Time : 3 Hours
Max. Marks : 70

SECTION - A

1. Answer any seven questions from the following. Each question carries two marks.
   \(7 \times 2 = 14\)

a) Give the meaning of IHRM.

b) State any two differences between HRM and IHRM.

c) What is aligning PMS?

d) Give the meaning reverse cultural shock.

e) What is geocentric approach?

f) What do you mean by repatriation?

g) What is expat re-entry?

h) Mention the components of compensation.

i) State any four International Trade Union.

j) What is training and development?

SECTION - B

Answer any four questions from the following. Each question carries five marks.
\(4 \times 5 = 20\)

2. Explain the scope of IHRM.

3. How do you manage Expat Failure Rate?

4. Explain the contemporary techniques for training in MNC's.
5. Discuss the impact of country culture on MNC's culture.
7. Explain the roles of trade unions.

SECTION – C

Answer any three questions from the following. Each question carries twelve marks. (3×12=36)

8. Discuss the differences between domestic HRM and International HRM.
9. What is compensation? Explain the challenges in compensation management in MNC’s.
10. What is Repatriation and Impatriation? Explain the strategic initiatives for successful repatriation.
11. What is IR Management? Explain the IR strategies and practices followed by MNC's.
12. Discuss the different challenges faced by MNC's in compensation management.
III Semester M.I.B. Degree Examination, December 2016  
(Semester Scheme) (Repeaters)  
INTERNATIONAL BUSINESS  

Time : 3 Hours  
Max. Marks : 80

Instruction : Answer all Sections.

SECTION – A

1. Answer any ten questions. Give the meaning/definitions.  
   (10×2=20)
   a) Globalization  
   b) Multinational company  
   c) Expatriate  
   d) Ethnocentric  
   e) Parent Country National (PCN)  
   f) Types of expatriate assignments  
   g) Expat Failure Rate  
   h) Visit of expatriate and his family to the foreign country before permanently moving there  
   i) Unique features of compensation for expat employees  
   j) Pre-departure Training  
   k) Trade Unions in India  
   l) Challenge of dual-career couples in sending a expat on a foreign assignment.

SECTION – B

Answer any 3 questions :  
(3×5=15)

2. Why did globalization take place? How did it benefit the various countries? What was its impact in India?

3. What are the criteria that need to be kept in mind while selecting an expat for a foreign assignment? Discuss any one model used to select the best candidate for foreign assignments.

P.T.O.
4. Use Geert Hofstede model to discuss any one country’s cultural dimensions of power distance, uncertainty avoidance, individualism and masculinity.

5. What is pre-departure training? What all does it include? Why is it important for expats?

6. Why is it alright to pay people in two different countries who are doing the same job, different salaries?

**SECTION - C**

Answer any 2 questions. (2×15=30)

7. What is Expat Failure Rate (EFR)? What are the causes for high levels of EFR? How can EFR be managed such that expats are successfully settled in the foreign role?

8. Discuss Ethnocentric, Polycentric and Geocentric staffing strategies that multinational companies adopt while setting up a new unit in a host country. Give the advantages and disadvantages of each strategy.

9. Compensation for expatriates can be done using the ‘going rate approach’ or the ‘global salary system’. Discuss both approaches and the advantages and disadvantages of each.

10. What is repatriation? What are the challenges that returning expats face? How can repatriation be managed?

**SECTION - D (Compulsory)** (1×15=15)

**Case study**: Waiting in New Delhi.

Richard was a 30 year old American sent by his Chicago based company to set up a buying office in India. The new office’s main mission was to source large quantities of consumer goods in India: cotton garments, accessories and shoes as well as industrial products such as tent fabric and cast iron components. India’s Ministry of Foreign Trade (MFT) had invited Richard’s company to open this buying office because they knew it would promote exports, bring in badly needed foreign exchange and provide manufacturing know-how to Indian factories.

This was in fact the first international sourcing office of Richard’s company to be located anywhere in South Asia. The MFT wanted it to succeed so that other Western and Japanese companies could be persuaded to establish similar procurement offices.
The expatriate manager decided to set up the office in the capital, New Delhi, because he knew he would have to meet frequently with senior government officials. Since the Indian government closely regulated all trade and industry, Richard often found it necessary to help his suppliers to obtain import licences for the semi-manufacturers and components they required to produce the finished goods his company has ordered.

Richard found these government meetings frustrating. Even though he always phoned to make firm appointments, the bureaucrats usually kept him waiting for hours before they met with him. Not only that, meetings would be continuously interrupted by phone calls and unannounced visitors as well as by clerks bringing in stacks of letters and documents to be signed. Because of all the waiting and the constant interruptions it regularly took him half a day or more to accomplish something that could have been done back home in 20 minutes.

Three months into this assignments Richard began to think about requesting a transfer to a different part of the world – “somewhere where things work”. He just could not understand why the Indian officials were being so rude. Why did they keep him waiting? Why didn’t the bureaucrats hold their incoming calls and sign those papers after the meeting to avoid the constant interruptions?

After all, the Government of India had actually invited his company to open this buying office. So didn’t he have the right to expect reasonably courteous treatment from the officials in the various ministries and agencies he had to deal with?

Discuss what IHRM actions this company must take for their expatriates –

1. Suggest recruitment and selection procedure for selecting expatriates that this company must use.

2. Recommend a good pre-departure training for the expatriates in this company.

3. Design a cross-cultural training program for Richard that this company could have done for him before he came to India.
III Semester M.I.B. Examination, December 2015  
(CBCS Scheme)  
INTERNATIONAL BUSINESS  
3.2 : International Human Resource Management  

Time : 3 Hours  
Max. Marks : 70  

SECTION – A  
Answer any seven questions out of ten. Each question carries 2 marks.  

1. a) State one advantage and one disadvantage of globalization.  
b) How did globalization benefit India?  
c) What is ERF?  
d) Who is an Expatiate?  
e) What are two common challenges that expatriates face when working in a new country?  
f) Name two elements of a well-planned pre-departure training program.  
g) What is ‘COLA’ (Cost of Living Allowance)?  
h) State any one parameter of Geert Hofstede’s Cultural framework.  
i) Contrast the culture of India Vs. any other country.  
j) What is performance management cycle?  

SECTION – B  
Answer any four questions out of six. Each question carries 5 marks.  

2. Explain four selection criteria important for hiring successful expatriates.  

3. Every expatriate experiences culture-shock. Draw and label the culture-shock curve when an expat arrives at the host location.  

4. Design a training strategy for expats which takes care of the following three factors:  
a) Duration of the overseas assignment is for 3 years  
b) Type of role of the expat is COO  
c) Culture of the parent company and the host country is very different.  

P.T.O.
5. Explain the common industrial relations strategies and practices adopted by MNCs.

6. What are the objectives of an international compensation system? Explain techniques used by international organizations to pay expatriates who go to work in the host country.

7. What is the role of Trade Unions in organizations? How has it changed in recent times? Why did it change?

SECTION - C

Answer any three questions out of five. Each question carries twelve marks. (3×12=36)

8. What is ethocentric, polycentric and geocentric approach of multinational companies? Discuss the advantages and disadvantages of each approach.

9. How can expatriate training be made effective, discuss two techniques in training that can increase training effectiveness? How does the type of role that the expat will carry out at the host location, change the training strategy?

10. What is repatriation? What are the challenges that returning expats face? How can repatriation be managed?

11. Discuss the challenges for MNC's in monitoring the performance of expatriates. How can it be overcome?

12. The Geert Hofstede scores for the following countries is as below. Discuss what each country's score means.

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<thead>
<tr>
<th>Country</th>
<th>Power Distance</th>
<th>Individualism</th>
<th>Masculinity</th>
<th>Uncertainty Avoidance</th>
</tr>
</thead>
<tbody>
<tr>
<td>France</td>
<td>68</td>
<td>71</td>
<td>49</td>
<td>86</td>
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<td>China</td>
<td>80</td>
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<td>United States</td>
<td>40</td>
<td>91</td>
<td>62</td>
<td>48</td>
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