

M.A. DEGREE EXAMINATION, APRIL 2019
II Year IV Semester
INTERNATIONAL HUMAN RESOURCES MANAGEMENT

Time : 3 Hours

Max.marks :75

Section A ($10 \times 2 = 20$) Marks

Answer any **TEN** questions

1. Define IHRM
2. Who is Expatriate?
3. What are the reasons for using International Assignments?
4. Write the features of compensation systems
5. Host Environment
6. Objectives of International IR
7. Career Anxiety
8. HR Outsourcing
9. What do you mean by Diversity Management
10. What is social dumping?
11. Write the meaning of Cross Culture.
12. Cultural Paradox

Section B ($5 \times 5 = 25$) Marks

Answer any **FIVE** questions

13. Write the difference between Domestic and International HRM
14. What is meant by differentiation and integration?
15. What should be the main objectives for a multinational firm with imagine you are about to be sent as a HR director of a subsidiary country.
16. Write an essay on HR Practises adopted in USA.
17. Enlist recent trends of training employees for global assignments.
18. Explain the issues and strategies of Repatriation
19. Discuss the process of managing diversity effectively in Multinational organisations.

Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

20. Elaborate the role of Cultural Understanding in International HRM Car manufacturing company based in Germany was planning for expansion to the neighboring countries. Successfully they struck deal with a State Government in India, which was throwing red carpet for foreign investors. With assurance of cooperation and uninterrupted power supply, the company started operating its prestigious unit with workers hired in contract basis from the locality. This recruitment was strategy to make localities happy, as most of them were grumbling their decisions in selling their agricultural lands to this company. They did not imagine the lands would be converted into luxurious state of art buildings showcasing the power of money and rich. They started agitating that they have been cheated with lower prices for their lands. Hence the company recruited youngsters from those houses of land sellers, gave them uniforms, pick and drop caps, lunch and other perks to keep them quiet. The strategy was proven to be a success story for three years. But, after three years, there erupted a problem from the contractual workers, who are by this time experienced and skilled in their work, demanding for their work regularization of job. This is night mare for the company because, being MNC permanency of job to employees means a lot of money. They turned towards the government for help, but now, the state had a new Chief Minister and hence, new policies.

- 1) What is your opinion about this case as a HR ?
- 2) Suggest a possible solution to this issue from HR point of view.

PART - B

Answer any **TWO** questions

21. Explain the Advantages and Disadvantages of PCN , TCN and HCN
22. Explain the important criteria MNCs should be use while selecting expatriates.
23. Enumerate the challenges and implications of managing people in international context.
24. Compare the HRM policies and practices prevalent in your home country with those in the country. You are going to, and discuss the main challenges you might face if you wish to manage your employees in that country in the way things are done in yours?

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Section C ($3 \times 10 = 30$) Marks**PART - A - Case Study - Compulsory Question**

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