

M.A. DEGREE EXAMINATION, APRIL 2020
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 International Human Resource Management.
2. What is International Staffing?
3. Explain HR Outsourcing.
4. What is Competency Appraisal?
5. List out four important factors affecting multinational compensation system.
6. What is Expatriate re-entry?
7. What is convergence policy?
8. What is diversity management in workplace?
9. Explain International conflict.
10. What is Cultural Paradox?
11. What do you mean by cultural sensitivity?
12. Why the study of cultural differences is important?

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

Answer any **FIVE** questions

13. Explain the difference between Domestic and International HRM.
14. Explain The International Perspective an Training & Development.
15. Enumerate the various criteria which should be considered with selecting employees at international level.
16. What are the effective ways to manage repatriation process?
17. What should be the main objectives for a multinational firm with regard to its compensation policies?
18. Discuss the main issues in managing human resources in a Multinational Corporations.
19. Discuss two aspects of cultural differences and their impact on HRM practices.

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

20. Zion Technologies was established in 2016 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 minor problems 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. These employees form the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resources 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 expatriates receive additional allowances like international market allowances, settling-in allowances, car allowance, housing and entertainment allowance. Thus, expatriates receive 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?
- b) If you were the HR manager of the company, whom do you satisfy (Expatriate or Nationals)

PART - B

Answer any **TWO** questions

- 21. Enumerate the approaches to International HRM.
- 22. Discuss the issues and Strategies of Repatriation.
- 23. Explain the Challenges and Implications Managing Peoples in International Context.
- 24. Discuss the role of culture in IHRM.

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

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