

Tutorials (iv) / HRM in global persp. (29)

Q.P.Code: 33107

[Time: $2\frac{1}{2}$ Hours]

[Marks: 75]

Please check whether you have got the right question paper.

1. All questions are compulsory.
2. All questions carry equal marks.

N.B:

Q1. Answer the following (Any 2)

(15 marks)

- a. What do you mean by International Human Resource Management (IHRM)? Explain its features
- b. Discuss the following approaches to IHRM
 - i. Ethnocentrism
 - ii. Polycentrism
 - iii. Geocentrism
- c. Bring out the differences between International HRM and Domestic HRM

Q2. Answer the following (Any 2)

(15 marks)

- a. "Managing diversity at workplace is the need of the hour" Explain this statement in light of strategies used by International HR manager
- b. Discuss the factors influencing performance of global workforce
- c. Explain the concepts:
 - i. Trade Union and International IR
 - ii. Benchmarking global practices
 - iii. International performance management

Q3. Answer the following (Any 2)

(15 marks)

- a. Explain the characteristics of effective expatriate manager
- b. Explain the advantages and limitations of using expatriates
- c. Discuss the challenges faced by repatriates

Q4. Answer the following (Any 2)

(15 marks)

- a. "Technology plays an important role in IHRM" Comment
- b. Explain the impact of cross border mergers and acquisitions in IHRM
- c. Explain the concepts:
 - i. Knowledge management and IHRM
 - ii. Industrial Relations in MNC
 - iii. Virtual organization

Q5. Read the case and answer the following questions

(15 marks)

ABC Company Ltd. recruits graduates not only from within the country but also internationally. Both these internal and external categories of management recruits undergo the same six-month executive development programme, with a combination of technical, cultural and inter personal skill development. Drawing recruits from all over the world on the same programme, with different nationalities living and working together during initial six months, often provides contacts that lasts a working life time.

The training programme is divided into four stages. The first stage is an orientation and team building session with cultural awareness. This helps to understand how culture affects individual thoughts, feelings, behaviour and perception of others. The second stage is a seven day outdoor training programme designed for team building and cultural understanding. The third stage is a five day course of interpersonal skill development. The fourth stage is an international assignment for recruits so that they can gain on the job experience working with different cultures, reinforcing the learning undertaken in the first 3 stages.

Thus the ABC Co. Ltd. Has a very good approach of exposing management trainees right from the beginning of their career to the cross cultural differences which further helps them to stand strong in their careers.

Questions:

- a. Analyze the case (3 marks)
- b. With reference to the above case, explain the significance of cross cultural training (6 marks)
- c. Do you think the four stage training programme is suitable for ABC Company Ltd. Justify (6 marks)
