

Q.P.Code: 33106

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

[Marks: 75 ]

Please check whether you have got the right question paper.

- N.B:
1. All questions are compulsory.
  2. All questions carry equal marks.

**Q1. Answer the following (Any 2)**

**(15 marks)**

- a. What do you mean by International Human Resource Management (IHRM)? Explain how it differs from domestic HRM
- b. Explain the advantages and limitations of IHRM
- c. Explain the essential qualities of global Human Resource (HR) manager

**Q2. Answer the following (Any 2)**

**(15 marks)**

- a. Explain how the International HR manager can handle diversity at workplace.
- b. Discuss the issues in cross cultural training
- c. Explain the problems faced in international performance management

**Q3. Answer the following (Any 2)**

**(15 marks)**

- a. Explain the concepts:
  - i. Parent-country Nationals (PCN)
  - ii. Host-Country Nationals (HCN)
  - iii. Third-Country Nationals (TCN)
- b. Discuss in brief the process of repatriation
- c. Explain the reasons for expatriate failure

**Q4. Answer the following (Any 2)**

**(15 marks)**

- a. What is a virtual organization? Explain its features
- b. Explain the concepts:
  - i. International corporate code of conduct
  - ii. Criminalization of bribery
  - iii. Global values
- c. Discuss the challenges in managing international projects across the world.

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**Q5. Read the case and answer the following questions (15 marks)**

Lucia was working as a manager in Axe Software Ltd, based in Mumbai. The company thought of sending her for an international assignment in Australia. The manager thought that she possessed all the required qualities for the assignment hence she was expatriated.

After reaching Australia, in the very beginning itself, she could sense displeasure among the employees there on accepting her as their boss. The senior employees in Australian subsidiary were not co-operating with her. Personally she was unhappy as she was missing her aged parents and children in India.

**Questions:**

- a. Analyze the case (3 marks)
- b. What do you think were the qualities possessed by Lucia to be chosen for expatriation (6 marks)
- c. Explain the problems faced by women expatriates in general (6 marks)

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