

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA., Winter 2017 - 18 Examination

Semester: 3

Subject Code: 06202203

Subject Name: International Human Resource Management

Date: 04/01/2018

Time: 02:00PM to 04:30PM

Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.**A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. A global economy means:

a) Greater convergence of national	c) Unrestricted movement of people across
b) Greater divergence	d) A global culture
2. Recruitment and selection must be effective to ensure it:

a) Offsets high labour turnover	c) To have a surplus in case of sickness and
b) Delivers the highest calibre of	d) Encourages new blood into the organization
3. _____ corporation combines the local responsiveness of an MNC & the efficiency of a global corporation.

a) Global corporation	c) Transnational corporation
b) Multinational corporation	d) None of the above
4. The three important components in aligning business strategy with HR practice

a) Business Strategy, Human Resource Practices, Organizational Capabilities	c) Business Strategy, Human Resource Practices, Organizational structure
b) Marketing Strategy, Human Resource Practices, Organizational Capabilities	d) Marketing Strategy, Human Resource Practices, Organizational structure
5. The following is (are) concerned with developing a pool of candidates in line with the human

a) Development	c) Recruitment
b) Training	d) All of the above

B). Define the following. (Each of 1 mark)**(05)**

1. Define training need analysis
2. Define globalization.
3. Define management.
4. Define selection?
5. Define PCN

C). Direct questions. (Each of 1 mark)**(05)**

1. What is Going rate approach in International Compensation Management?
2. What is Multinational corporation and give examples of two companies.
3. What is Ethnocentric?
4. What is Multiculturalism?
5. What do you mean by Expatriate?

Q.2 Answer the following questions.**A). How is global business strategy and International HR Strategy linked together?****(07)****B). Write difference between IHRM and Domestic HRM.****(08)****Q.3 Answer the following questions.****A). Dimensions for training to expatriate managers.****(07)****B). What are the advantages and disadvantages of the three primary approaches towards managing and staffing subsidiaries of MNCs? Do you think that recent times have seen a movement towards the geocentric approach? Why?****(08)**

Q.4 Attempt any two questions. (Each of 7.5 mark)

(15)

1. Write note on issues in managing performance in global context?
2. Explain geocentric and ethnocentric approach with advantages and disadvantages of each.
3. In today's era IHRM has its huge significance, Justify.
4. Assume you are the HR Manager of Indian subsidiary of a large MNC headquartered in India. The organization has recently set up a subsidiary in Japan. You have been assigned the responsibility of selecting the director of sales and marketing for Japanese subsidiary.

What criteria will you use to select the person? Which of the three staffing sources will you prefer to staff this position- PCN, HCN, TCN? Why? Also write the key characteristics for the selection of director for sales and marketing. And according to you what approach should be applicable in this study.