

Seat No.: _____

Enrolment No. _____

GUJARAT TECHNOLOGICAL UNIVERSITY
MBA – SEMESTER 3– • EXAMINATION – WINTER 2015

Subject Code: 2830503

Date: 07 /12/ 2015

Subject Name: International Human Resource Management (IHRM)

Time: 10.30 am to 01.30 pm

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q1 (A) Objective Questions**Marks 6****1 Describe elements of pre- departure T&D programme for expatriates.**

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|-------------------------------------|--|
| A Mode of operation | B. Documentation |
| C Complex strategic acknowledgement | D. Language training, Cultural training, Managing personal and family life |

2 Approaches of compensation Management in International Assignments

- | | |
|---------------|------------------|
| A Going front | B. Going forward |
| C Going rate | D. Going back |

3 Coffee machine attitude affecting

- | | |
|----------------------------------|---|
| A. Performance appraisal of IHRM | B. Staffing specially recruitment and selection |
| C. T & D of IHRM | D. None of above |

4 In IHRM Standardization of linkage between behaviour and culture is

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|--|--------------------|
| A. Corporate culture Value ethics of home countries, placement process and procedure | B. Ostrich culture |
| C. Fobu cultural | D. Shadow culture |

5 Describe the categories of balance sheet approaches

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|----------------|--|
| A. tourism | B. education |
| C. hospitality | D. Goods and services, housing, income taxes and reserves. |

6 FCPA1977

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| A. Foreign communication and product association | B. Foreign collaboration and pro-active Actions |
| C. Foreign Corrupt Practices Act 1977 | D. Foreign co-operation and practices associations. |

Q1 (B) Describe about the female expatriate scenario.**04****Q1 (C) What is pre departure training? Explain the components of pre-departure training.****04 PTO**

- Q2 (A) Discuss at least two of the variables that moderate differences between domestic And international HR practices. 07
- Q2 (B) Describe what factors contribute to re-entry shock. 07
- OR**
- (B)What is 'social dumping' and why should unions be concerned about it explain it in Detail. 07
- Q3 (A) One of the dangers of performance appraisal is that, because the focus is so much on a particular individual, the teamwork aspect gets lost. In an international location, it is perhaps desirable to focus more on how the PCN has settled in and is operating as part of a team rather than as an individual at the possible detriment of the team.' Do you agree with this statement? 07
- Q3 (B) how can multinationals assist dual career couples' repatriation? 07
- OR**
- Q3 (A) Describe about profile of an expatriate & failure cause of expatriate. 07
- Q3 (B) Describe the mode of operation of IHRM. 07
- Q4 (A) Components of International compensation program. 07
- Q4 (B) what are the most important factors involved in the Selection Decision? Explain in detail. 07
- OR**
- Q4 (A) what is the role of impetrates? Do impetrates guarantee a geocentric? staffing policy? 07
- Q4 (B) how have trade unions responded to MNEs? Have these responses been successful 07

Q5 Case Study**Marks 14**

A representative is being prepped for a future position at an official level inside of a multinational association in the medication business in the gulf countries. MARTHA GINGER has performed a mixed bag of parts inside of the organization, all of which were situated in her nation of origin, and in non-specialized ranges. The association's strategy is for every person on its most optimized plan of attack to possess no less than one position abroad, running a backup or abroad office. The individual was offered a position in a prevalently Arabic-speaking and Muslim North Middle east nation. It was a moderately new area for the association. It had opened an office there in light of the fact that medical facilities are very less had as of late been found seaward and there was an awesome chance to open pharmaceutical facility in that area and offer in the returns with the legislature. The representative had not been informed at about the nation, its security concerns or legislative issues, just about the poetical facility for hospital opening ,MARTHA GINGER had chosen that as it was found near Europe, MARTHA GINGER could fly back to her nation of origin reasonably effortlessly if needed. With a spouse willing to take a leave of nonappearance, and her young kids set MARTHA GINGER up, was all set. A couple of weeks before beginning her new task, MARTHA GINGER set out to the nation being referred to. Her initially meeting was with the US minister (there was no UK consulate in the nation), who cautioned her that her imminent arrangement was as of now generally thought about, and not simply in a positive manner. MARTHA GINGER was at that point obviously on the radar of ISIS, which was 'known not working inside of the nation'. Also, her place of habitation was

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Right alongside the TV station, which had been assumed control as of late amid a rebellion? To aggravate matters, on meeting with the recently named medical profession he reported that the recipe for the eminences split was being changed, so that her association would get not exactly what had been settled upon at first, so it appeared MARTHA GINGER would confront an extreme test in managing the legislature. The worker met with two or three mainly enlisted staff to get to know them ahead of time of her task. The "workers" ended up being foremen, and all showed up to be relatives of government priests, their arrangements approved by the administration. None talked English and nobody had any ability to deal in the medical business. At last, the ward boy found that there were no schools which gave educating in English – or even French. Arabic was the national dialect. With little youngsters, MARTHA GINGER had accepted there would be a lot of English-talking babysitters furthermore, instructors. With respect to her spouse, who had wanted to take time away from his occupation, it happened that the administration was not giving section visas for anybody other than direct representatives working for associations that had contracted with the administration

Q1.What was the worker to do?

Q2.What ought to the worker have done any other way?

Q3.What ought to HR have done?

Q4.What approaches, steps, and practices if it has had set up to illuminate, teach and help the worker before tolerating the position?

Q5. In your perspective, was this right sort of arrangement for her? If not, why not? In the event that yes, what kind of continuous bolster and practices could the guardian officialdom have put set up to help the worker and make the task a win.

OR

Q5 Case Study

Marks 14

"However, I wonder how many people understand the time and effort it takes to understand people in a new country, map your team, make strategic moves on your divisional organizational structure, and design a new blueprint for operations and figure out a way forward. Pulkit, a director at Marico of, and Vishwas, the general manager of its L'Oreal Paris skin care product division, were Pulkit's old colleagues and business at whom he had worked for many years in India One of the biggest issues of working in an organization where a large section of the leadership is expatriate," Pulkit said, "is being able to make sure that people from different backgrounds are able to either arrive at a consensus or agree with your view as a divisional head." Overcoming all this was an emotional process, felt Pulkit, "and those processes are hardly recognized in the larger scheme of trying to manage a product division in a new country." Six months ago, Pulkit moved to Hithro, a country in Western Europe, to head Marico's lighting business, and he was already missing the place of work in India. While that meant evaluating the team and creating a coherent structure for the future, he also did not have the luxury of time."You must pull the division up by its bootstraps, got to force the graph upwards, flood the markets, get aggressive " went the CEO's brief.All that was very well, even exciting, but the moment he would turn to his team, Pulkit would end up feeling like a deflated Tyre. Pulkit felt that when it came to global transfers and exchange of resources, it would be more efficient for an organization to have people from certain profile of countries which have similar experiences, say, India, Pakistan, Bangladesh and Sri Lanka.

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Pulkit discussed his interpretation of the situation with the heads of sales and marketing, and the head of human resources, recommended that they hold a workshop for the team to enable them to come to grips with the new vision for the division. Friends visiting from India were always a joyful experience, but when they happened to be former colleagues, the excitement was even more, because it gave Pulkit an opportunity to find about old colleagues and business at Marico India. For Pulkit, who took over as the divisional head, the 23 managers in his department were like a group photograph- nice, polite and smiling. That pride the Indian organization takes in expatriating one of its stars puts a certain kind of positive pressure on the manager to perform. I feel Indian managers have a different cultural orientation to work. There were other differences Pulkit saw between an expatriate coming to India and an Indian posted abroad. Turning to Pulkit, he said: "Yes, the first six to eight months can be very unsettling, especially if you are at a senior level. Whereas at Marico Hithro, even in his own division, he had three key people from different nationalities." When you are enabling change and growth in a new country, if you have a team from a totally new culture, the process is much slower," he said.

Q1 who is Mr. Pulkit and what was his relationship with Mr. Vishwas.?

Q2 what was the biggest obstacle for him to deal with MNC Cultural?

Q3 which kind of Psychological thing which generates the demotivation for Mr. Pulkit

Q4 what was myth in this case about certain country oriented labour force.

Q5 what is the appropriate title will be given to this case.

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