

R15**Code No: 724AK****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD****MBA IV Semester Examinations, December - 2018****INTERNATIONAL HUMAN RESOURCE MANAGEMENT****Time: 3hours****Max.Marks:75****Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub-questions.

PART - A**5 × 5 Marks = 25**

- 1.a) How does International HRM differ from domestic HRM. [5]
- b) How might the structure of an organization influence the role of an International HR manager? [5]
- c) In your opinion, which approach to HRM will be adopted in China? Do you think it will be a unique, hybrid, or Western approach? [5]
- d) In terms of HRM policies, why might differentiation be a more practical approach for companies operating in many countries? [5]
- e) What factors should an employer consider before sending employees on expatriate assignments? [5]

PART - B**5 × 10 Marks = 50**

2. Describe the main characteristics of ethnocentric, geocentric, Polycentric approach to staffing? What are the advantages and disadvantages of each approach? [10]
OR
3. What measures do you think should be taken to prepare expatriates and their families for a new overseas assignment? Do you think it is possible for pre-departure training to prevent culture shock? [10]
4. Which model of IHRM most effectively incorporates strategy? Why is this a model useful as a basis for understanding organizations? [10]
OR
5. Which HR practices are affected by cultural difference? Give specific country examples to support your answer. [10]
6. How might employees react if they think the selection processes in their organization are unfair? How might these reactions vary between countries? [10]
OR
7. How does national culture affect the selection process? Give some examples of the different selection processes in different countries and try to explain why these differences occur. [10]



8. What are the advantages and disadvantages of off-shoring for an MNC? In what ways might an International Human Resource Manager be involved in this process? [10]

OR

9. Explain the concepts of convergence and divergence. Provide examples, particularly from your own country, of HR practices which a) are becoming similar across the world and b) remain distinctive. [10]

10. According to Peter Ackers, HRM professionals face a dilemma, being asked to focus on the bottom line which may imply sacrificing their values. In your opinion, how far can HR be a champion of employees while at the same time maintaining its focus on the "bottom line"? [10]

OR

11. Under what circumstances might a multinational company practice Discriminatory Management' in its treatment of employees in order to promote its business interests? [10]

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