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MBA IV Semester Supplementary Examinations May 2019

GLOBAL HUMAN RESOURCE MANAGEMENT

(For students admitted in 2014 (LC), 2015 & 2016 only)

Time: 3 hours Max. Marks: 60

All questions carry equal marks

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SECTION – A

(Answer the following: 05 X 10 = 50 Marks)

1 Discuss the issues of international human resource management.

OR

2 Explain the differences between Domestic HRM and GHRM.

3 Explain in detail about the cross culture differences.

OR

4 Discuss about Hofstede's Hermes study.

5 Discuss the nature and sources of international staffing.

OR

6 Explain the different approaches of international compensation.

7 Discuss in detail about performance management and HR process.

OR

8 Elaborate the cultural issues and competency appraisal.

9 Explain the role of trade unions in international industrial relations.

OR

10 Discuss the nature, structure and role of collective negotiations.

SECTION – B

(Compulsory question, 01 X 10 = 10 Marks)

11 **Case study:**

Mr. Ramesh, after completing matriculation, wanted to pursue college education to support himself, he desired to put into practice the principle of "earn while you learn". After several frustrating tips, his efforts have finally earned him a position in the manufacturing company in his native town. The job required him to work with a small group of workers and report directly to the production supervisor.

His enthusiasm to work in a company while pursuing studies has diminished after a few days. To his surprise, Ramesh found that most of the workers in the company are not duty minded. They wasted their time in gossiping and loitering. They have invented, over the years, several ingenious ways to avoid work and spend their time un-productivity on the job without subjecting their mind and body to the rules of work place.

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Being new to the workplace, Ramesh, of Course, could not learn the 'trick of the trade' and as such could not mix up with other members of his group. In many occasions, Ramesh found himself performing his duties sincerely while others moved around in a jovial manner. Ramesh, not unnaturally, could not swallow this and when he began to express his feelings of unhappiness and resentment, his co-workers retaliated thus: "Mind your job. Don't be too smart. If you complain, we know how to get rid of you". Gradually, Ramesh, to his anguish, found himself enacting the role of a 'social outcast'.

Unable to bear with this atmosphere of bitterness and mutual hatred, Ramesh, finally, decided to call it a day and concentrate on his studies.

Before bidding farewell, he however, lamented before a senior member of his group thus: "Why are you all like this? I am just trying to do my job. The salary is alright. Still I don't like to continue. In a few days, I will be going back to pursue my studies. But I would like to know you all better. I am sure I am not like you guys'. The senior member advised: "My dear boy, if you were here as long as I have been, you would be just like us".

Questions:

(a) What are the major informal roles of the group members and Ramesh?

(b) Why was Ramesh rejected by his group? Do you agree with the senior worker's statement in this case?

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