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IV Semester M.B.A. Degree Examination, July 2018
(CBCS Scheme)
MANAGEMENT
4 4.2 : nternational Human Resource Management

Time : 3 Hours Max. Marks : 70

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3. Discuss the problems of women expatriates in general.
4. Explain the role of knowledge management in IHRM.
5. Give a note on the International performance appraisal system.
6. What are virtual organizations ? Explain.
7. Explain the importance of Human Resource Planning.

SECTION – B

Answer **any three** questions. **Each** carries **10** marks. **(10×3=30)**

8. Distinguish between DHRM and IHRM.
9. Discuss in detail about the compensation components of IHRM.
10. Distinguish HR practices in Japan, USA and India.
11. Elucidate the new methods of training of Expatriates.

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SECTION – C

Case study : **Compulsory** **(1×15=15)**

12. Meeting on a Friday in Kenya.

For a long time our building company had finished an important project concerning a new major route in Kenya. However, not all the money had been paid by out customer. Therefore, the Managing Director of the Kenyan subsidiary of the building corporation organized a meeting with the representative of the respective Kenyan government agency. The meeting was scheduled for the next Friday at 10 a.m.

The meetings started and the representative was very polite and friendly. However, at the same time he also seemed to be quite nervous. Every few minutes he received a telephone call or had to initiate a telephone call himself. All phone discussions were carried out in the local language.

Despite the interruptions, I tried to explain the reason for my visit – the outstanding account balance. Of course, the government representative apologized for every interruption. However, after 15 minutes we were both extremely tense because the conversation did not advance at all.

Eventually, I said that I was sorry that my counterpart had so much to do and asked for another meeting the next Tuesday. Instantly, the government representative was relaxed again and happily confirmed the new meeting. Now he could finally concentrate on the preparation and organization of his big family meeting this weekend, which is typical for large Kenyan families.

Discussion questions :

a) Create SWOT analysis of the case.

b) Relate the described situation to one of the cultural dimensions identified by Hofstede. How can you explain it ?

c) How does this situation compare to comparable situations in your home country ? Please explain. Where are the limits of the cultural explanation ?

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