

**Subject Code: MB1345/R13**

**M B A - IV Semester Regular Examinations, June - 2015**

**GLOBAL HUMAN RESOURCE MANAGEMENT**

**Time: 3 hours**

**Max Marks: 60**

**Answer any FIVE of the following**

**All questions carry equal marks. Q.No.8 is compulsory**

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1. (a) What are the challenges faced by Indian MNCs while managing people and human resources in international perspective? Explain briefly.  
(b) How does Global HR planning differ from HR planning?
2. (a) What are the factors to be considered while positioning Expatriates  
(b) Discuss the significance of international assignments
3. (a) What are the major issues involved in developing cross cultural teams?  
(b) What are the precautions you would take as HR manager while developing cross cultural teams?
4. (a) Define compensation. What are the various aspects to be looked into while designing a compensation system for an organization  
(b) What is the implication of Global compensation on Indian system? Discuss.
5. (a) What is the impact of increasing globalization on Quality of Work Life and Productivity?  
(b) What are the various measures for creating global HRD climate?
6. (a) Discuss the strategic role of international HRM in enhancing the firm's performance and Productivity  
(b) Discuss how the recruitment and retrenchment of Global HRM differs from general HRM
7. What are the various challenges that HR face in creating new jobs through globalization?

**8. Case Study:**

Blue jeans are a legendary component of American culture from 1873, when Levi Strauss patented the riveted denim jeans. Levi Strauss doesn't actually make the jeans in the United States.

In the late 1990 and early part of this decade, Levi Strauss undertook a substantial shift in the location of its manufacturing operations. By 2004, Levi Strauss had shut down its domestic operations and moved production facilities to foreign countries such as Mexico and China. Costs were a major factor for this decision. What might cost \$6.67 to make in US costs about \$3 in Mexico and \$1.50 in China. However, these changes have their own cultural perspectives with different work cultures prevailing in these countries.

**Questions:**

- a). What are the various environmental challenges you will anticipate as HR manager? What are various HR challenges you face while working in cross – cultural environments?
- b). What are the actions you take as HR manager while establishing organization in different countries.

**Subject Code: MB946/R09**

**M B A - IV Semester Supplementary Examinations, June - 2015**

**STRATEGIC INVESTMENT AND FINANCING DECISIONS**

**Time: 3 hours**

**Max Marks: 60**

**Answer any FIVE of the following**

**All questions carry equal marks. Q.No.8 is compulsory**

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- 1) Explain the DCF techniques of evaluating investment decisions.
- 2) Discuss the steps involved in sensitivity analysis? What are the advantages and disadvantages of sensitivity analysis?
- 3) How are project abandonment decisions are taken?
- 4) Write notes on
  - a) Bail-out pay back and
  - b) Return on Investment.
- 5) Differentiate between leasing, hire purchasing and installment.
- 6) Explain briefly the factors which influence the international capital structure.
- 7) Explain the various issues involved in settlements, reorganization and liquidation in the case of bankruptcy.
- 8) **Case Study:**

A limited company is contemplating to have an access to a machine for a period of 5 years. The company can have the use of machine for the stipulated period through leasing arrangement or the requisite amount can be borrowed at 14% to buy the machine. The company is in 30% tax bracket.

In the case of leasing, the company would be required to pay at the end of year leases rent of Rs.1, 20,000 for 5 years. All maintenance, insurance and other costs are to be borne by the lessee. In the case of purchase of the machine (Which costs Rs.3,43,3000), the company would have 14% five-year loan to be repaid in 5 equal annual instalments, each instalment becoming due at the end of each year. The machine would be depreciated on a straight-line basis, with no salvage value.

Advise the company which option it should go for, assuming lease rents are paid at the end of the year.

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