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LIBRARY MBA

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IV Semester M.B.A. (Day and Evening) Degree Examination, December - 2023

MANAGEMENT

Global HRM

(CBCS Scheme)

Paper : 4.4.1

Time : 3 Hours **Maximum Marks : 70**

SECTION - A

Answer any Five questions from the following. Each question carries 5 marks. **(5×5=25)**

1. What are the challenges associated with managing a multi-generational workforce in the context of global HRM?
2. Mention the main motives for international transfers in the context of global staffing policies.
3. How does culture influence performance management systems in a global context?
4. Explain the impact of national culture on executive compensation practices.
5. Explain the concept of work-life balance and its importance in contemporary work environments.
6. What are the implications of global demographic trends for international business and workforce planning?
7. Explain the concept of pay for performance for global employees.

SECTION - B

Answer any Three questions from the following Each question carries 10 marks. **(3×10=30)**

8. Describe the role and responsibilities of a Global HR Manager in facilitating the integration of HRM practices across different regions in a multinational corporation.
9. Discuss the key dimensions of international assignment success and their significance in the international assignment process.

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10. Explain the role of technology in global training management and its impact on training and development in a global environment.

11. Describe the role of international labour standards in promoting ethical and responsible corporate behavior.

SECTION - C

12. Case Study(Compulsory question): **(1×15=15)**

Intel Inc. has been operating primarily in North America and Europe, but they now plan to expand into South East Asia and South America to capitalize on the growing markets in these regions.The company acknowledges that managing a global workforce requires a GHRM strategy tailored to the unique demands and challenges of each region.

Questions:

1) List specific challenges that organization may encounter when managing a global workforce in these new regions.

2) What are the essential steps to be taken to formulate a GHRM strategy that suits their expansion?