Q.P. Code : 61349

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Fourth Semester M.B.A.(Day) Degree Examination,
September/October 2020

(CBCS – 2014 -15 onwards)

Management

Paper 4.4.2 – INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time : 3 Hours] *[Max. Marks : 70*

SECTION – A

Answer any **FIVE** questions from the following each question carries **5** marks : **(5 × 5 = 25)**

1. Discuss the role of HR in Global mobility.
2. Differentiate between Domestic and International HRM.
3. Briefly explain the three main approaches to International Compensation.
4. Describe the challenges of managing HR in Virtual organizations.
5. Compare and contrast between traditional and TQHRM.
6. Discuss IHRM strategies to manage diversity.
7. Explain the repatriation process.

SECTION – B

Answer any **THREE** questions from the following each question carries **10** marks : **(3 × 10 = 30)**

8. What is Situated Cognition? How can you create a knowledge sharing culture in an organization?
9. Illustrate Role of international education in IHRM with suitable examples.
10. Describe expat selection process. Analyse the importance of the selection process in expat success.
11. What are the objectives of international compensation? Discuss the approaches to taxation decisions.

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SECTION – C

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

Elisabeth Harstad was employed as a trainee at the Norwegian risk management consultancy DNV when she realized being a woman was a barrier. Although trainees were supposed to go abroad, the company had problems finding a job for Elisabeth in a foreign subsidiary : 'I wanted to go to London, Houston or Singapore. At the end I managed to get an international assignment from Olso to Copenhagen'.

This was in 2000. However, Harstad did not give up and pursued her career intensively. Today she is manager of the research and innovation unit at DNV – and since 2010 member of the board of directors of the large Norwegian chemical company Yara. When the new members of the board of directors were elected, for the first time it was an advantage for Elisabeth to be a woman. Since 2008, Norwegian companies are required by law to have 40 per cent female members on their board of directors. Thus, Elisabeth is part of an experiment – if woman do not make it to the top on their own, politics support this process in Norway.

Questions :

(a) Discuss the problems of women expats.

(b) Relate the situation in Norway to the cultural dimensions identified by Hofstede. How can you explain it?

(c) Can the rules for quotas of female managers be applied in other countries as well? What are the advantages and disadvantages?
