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IV Semester M.B.A (Day And Evening) Degree Examination, Sept./Oct.- 2022

MANAGEMENT

GLOBAL HUMAN RESOURCES MANAGEMENT

(CBCS Scheme 2019-20 Onwards)

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. Explain Global Staffing Policies
2. What is cultural shock? Explain.
3. Explain Global Workforce dynamics.
4. Write a note on Women in Global Assignments.
5. What is COLA (cost of living allowance)?
6. Briefly explain the factors in Expatriate selection.
7. Explain the process of repatriation.

SECTION - B

Answer any three questions from the following, each question carries 10 marks. (3×10=30)

8. Explain the key components of Performance Management in virtual organization.
9. Discuss the various approaches to expatriate compensation.
10. What are the key issues in International IR?
11. Explain in detail the changing trends in International Employment.

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SECTION - C

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

Ekam Hotels, Pvt.Ltd., owns more than 60 hotels throughout the United Kingdom. They recently acquired a small hotel chain headquartered in France. Ekam 's chief executive decided that half of the new hotels in France would be retained and rebranched as part of the Ekam. Hotels Group; the other half will be sold. This will support Ekam's objective of growing the organization slowly to make sure that new ventures are well supported and opened on time and on budget. Ekam's hotels are considered budget accommodations; they are functional, clean and reasonably priced. Most guests stay for one to three nights and are a combination of business and leisure travelers. The hotels are typically situated in down-town locations that are easily accessible by mass transit. Tourists are attracted to these hotels in popular visitor destinations where the many local attractions mean that they will not be spending much time in their hotel rooms. The organization has decided to use an ethnocentric approach and send some of their existing UK-based managers to France to lead the changeover of the new hotels and then manage them after they re-open. If this new overseas venture is successful, Ekam may decide to acquire other small hotel groups in other European countries. The organization would like to own 150 hotels in the next five years. Their 10-year plan is to own 300 hotels across Europe. This is an ambitious target, so it is important that the organization finds an effective formula to operate successfully in other countries.

Questions

1. Is the HR policy of Ekam Hotels effective? Yes / No justify
2. What approaches should Ekam group apply to manage workforce.
3. What steps can management take to be successful in their business?
