62248

Reg. No.

IV Semester M.B.A. (Day) Degree Examination, October - 2021

MANAGEMENT

GLOBAL HRM

(CBCS Scheme 2019-20)

Paper : 4.4.1

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

SECTION - A

Answer any **Five** questions each carries **5** marks. **(5×5=25)**

1. Discuss the factors to be considered for expatriate selection and development.
2. Explain the different phases involved in repatriation.
3. Differentiate between Domestic HRM and Global HRM.
4. Discuss the influence of Institutional and cultural factors on compensation practices in GHRM context.
5. Analyze the cross cultural implications of the Mergers and Acquisitions.
6. Elaborate on the changing trends in International Employment.
7. Explain the various mechanisms to achieve integration in a highly differentiated global companies.

SECTION - B

Answer any **Three** questions, each carries **10** marks. **(3×10=30)**

8. Discuss different approaches to multinational staffing with their advantages and disadvantages.
9. Explain in detail the performance appraisal of International Employees.
10. Illustrate the role of culture and diversity in Global HRM.
11. Justify how the international assignments are seen as the effective way of accomplishing knowledge transfer.

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SECTION - C

12. Compulsory Question. **(1×15=15)**

Third country national was sent to Japan for an expatriate assignment for a Japanese company. He was working fine. The contract was of three years. At the end of the second year 'Kyodo' deep tsunami up to 5000 cms high struck Japan early Friday morning a day after a powerful earthquake hit the coast of Central Chile. The subsidiary and other residential facilities were in terrific danger. TCN manager's family were living in Japan with him. The government of Japan order immediate evacuation of the foreigners and the people in the affected areas.

Questions:

a) If you were the GHRM in charge, how would you have dealt with the situation?

b) Do you think appointing TCN in Japan was a good proposition? Explain.

c) Suggest the crisis management plan for a Japanese company.