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Reg. No. | | | | | | | | |

IV Semester M.B.A. (Day and Evening) Degree Examination December- 2024
MANAGEMENT
Global HRM
(CBCS Scheme - 2019)
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 the importance of Cross-cultural training in G-HRM.
2. Briefly explain the role of Women in Global Assignment.
3. What are the factors affecting culture and performance Management systems? Explain.
4. Analyse the Global work force Challenges and Opportunities.
5. What is Cross-Vengeance?Explain its implications on Host country subsidiary.
6. Explain the role of diversity Management in IHRM.
7. What are Factors involved in Expatriate selection? Explain.

SECTION - B

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

8. Discuss the national difference in compensation Management of Global companies.
9. Discus the ethical and corporate responsibility of MNCs both in home country and host country.
10. What is expatriation? Explain its process.
11. Write short notes on any two of the following:
    a) Strategic career Management
    b) Emergence of Global HR Manager
    c) The growing working-age population in Developing countries.

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SECTION - C

(1×15=15)

12. Case Study Compulsory:

Effect of Cross Vergence of BPO Sector.

Cross Vengeance is a new Phenomenon where the values of Western nations are penetrating into developing countries including our country. Cross-vengeance is in process of adopting and integrating the positive and Negative aspects of developed nations firms into developing countries subsidiaries where Ecological competency, Professionalism, resource management, sustainability practices transferred to host countries. There are positive ones. However, the concepts such as Profiteering, workforce exploitation, negative human value system too are exported to host countries in a subtle way.

The rich value system of host country is gradually diluted because of the negative dimensions of cross-vengeance exported to host country. It leads to exploitation of all forms be it resources and human resources.

The employees in certain BPO firms barring good ones are subjected to long work hours, Subtle feathering of individual freedom in the name of work and perquisites. Slowly it takes roll on the employees physical, Psychological and emotional health cross vergena has both positive and negative consequences. However, the negativities are more pronounced . The future of demographic dividend is in jeopardy. It is high time to create awareness and put check and balances to protect our BPO employees from the impending peril.

Questions:

a) Write the Pros and Cons cross vengeance.

b) How BPO Emplolyees are forced to the Negativities of cross vengeance

c) Suggest measures to overcome the issues in the above case.