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Total No. of Pages: 02

Total No. of Questions: 10

MBA (Sem. – 4)
INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Subject Code: MBA-933-18

M Code: 77816

Date of Examination : 21-12-2022

Time: 3 Hrs.

Max. Marks: 60

INSTRUCTIONS TO CANDIDATES:

1. **SECTION-A** is **COMPULSORY** consisting of **EIGHT** questions carrying **TWO** marks each.
2. **SECTIONS-B** consists of **FOUR** Sub-sections : Units-I, II, III & IV. Student has to attempt any **ONE** question from each Sub-section carrying **EIGHT** marks each.
3. **SECTION-C** is **COMPULSORY** carrying **TWELVE** marks.

SECTION-A

1. Write briefly:
 - a) Differentiate between Host Country National and Third Country National.
 - b) What is Geocentric approach?
 - c) Who is an expatriate?
 - d) What is the importance of cross-cultural suitability?
 - e) Define Social-Dumping.
 - f) What are the components of expatriate training?
 - g) Write the objectives of international compensation.
 - h) Define Repatriation.

SECTION-B

UNIT-I

2. Discuss the role of expatriates and non-expatriates.
3. Discuss the criteria for selection of international human resource.

UNIT-II

4. Explain the factors contributing to re-entry shock.
5. How would you design a pre-departure training program?

UNIT-III

6. Explain the variables affecting expatriate performance.
7. Explain the components of international compensation program.

UNIT-IV

8. Explain various issues related to transfer of knowledge across national borders.
9. Discuss human resource management practices in Japan and India.

SECTION-C

10. Read the following case and answer the questions given below the case.

Google is global company with more than 30,000 employees in more than 70 offices, located in more than 40 countries. Google is known for its unique organisational culture and motivational techniques. The perks in this company include free gourmet meals, spa, swimming pool, gym and free shuttle service. These facilities are to attract the best people and keep them. They also help employees in working for long hours. Employees like its organisational culture, the company vision, values and open communication, all designed for smart and determined employees who share the common vision and goals of the company. The headquarters in Mountain View in California provides them many opportunities such as playing piano and swimming. The offices are designed to foster conversation across teams. Although people liked the perks and opportunities at Google, some left the company.

- a) Which aspect of international human resource management need attention in Google?
- b) How can organisations like Google motivate multi culture teams? Explain.

NOTE : Disclosure of Identity by writing Mobile No. or Marking of passing request on any paper of Answer Sheet will lead to UMC against the Student.