

GUJARAT TECHNOLOGICAL UNIVERSITY

M.B.A. Sem - IV Examination May 2011

Subject code: 840302

Subject Name: International Human Resource Management

Date: 23/05/2011

Time: 02.30 pm – 05.30 pm

Total Marks: 70

Instructions:

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

Q.1

Case Study:

WHOM DO YOU SATISFY? EXPATRIATE OR NATIONALS?

Hi-Tech Electronics Limited was established in 2006 in Kaulalumpur, Malasia. It produces and markets all types of electronics goods in most of the Asian and Pacific countries. It has been one among the top five companies as for the level of technology and one among the top three companies regarding marketing of the products in Malesia. The company's policy and practices concerning human resource management are top in the country. The company's salary administration policies and practices were taken as guidelines not only by the other companies but also by various wage boards and pay commissions in the country. But this company has been struggling a lot because of a minor problem relating to administration of salary and benefits. The problem is stated hereunder.

The company employed nearly 400 national young graduate and post graduate engineers and 20 expatriate engineers. This employees form the cream of the company's present human resource. The expatriate employees occupied higher position in all the departments including Human Resource Department. The company's salary policy and benefit policy were formulated mainly on the basis of the expatriate employee's desire. The base salary of the company is the same for both the expatriate and national employees. But expatriate receive additional allowances like international market allowance, educational allowance, settling-in allowance, car allowance, housing allowance and entertainment allowance. Thus, expatriate receives nearly 250% more salary than the nationals doing the same job.

The national employees demanded the management to pay equally with that of expatriates immediately. According to them, the pocket frustrates them severely.

- (a) What is the crucial issue in this case. **07**
(b) If you were the HR manager of the company, whom do you satisfy? **07**

- Q.2 (a) Explain stages of internationalization of firm and how does each stage affect the HR function? **07**
(b) What are main characteristics of the four approaches to international Staffing? **07**

OR

- (b) Explain the strength and weaknesses of workforce diversity with relevant examples. **07**

- Q.3** (a) Explain career cycle for expatriates and the factors contributes for expatriate's success. **07**
(b) What are the objectives of international compensation management? **07**
OR
- Q.3** (a) What are the factors contributing to Expatriate's Failure **07**
(b) What is global training? Explain in brief different areas of global training and development. **07**
- Q.4** (a) What is glass-ceiling? Why does it take place for women employees and employees belonging to minority groups? **07**
(b) How domestic HRM does differ from global HRM? **07**
OR
- Q.4** (a) What are the factors affecting standardization of work practices? **07**
(b) What are the significant shifts in HRM practices in recent time? **07**
- Q.5** (a) What are the challenges of performance appraisal in international human resource management? **07**
(b) In what ways trade union influence the HRM functions of multinationals? **07**
OR
- Q.5** (a) What is participative management? Discuss the practices of participative management in different countries. **07**
(b) How do you make the performance management in multinationals effective? **07**

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