

GUJARAT TECHNOLOGICAL UNIVERSITY**MBA - SEMESTER-IV • EXAMINATION – SUMMER 2013****Subject Code: 840302****Date: 23-05-2013****Subject Name: International Human Resource****Time: 14:30pm – 17:30pm****Total Marks: 70****Instructions:**

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

Q.1 (a) Read the following case carefully and answer the questions: (14) **07**

Hi-Tech Electronics Limited was established in 2006 in MALAYSIA, It produces and markets all types of electronic 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 Malaysia. The company's policies and practices concerning human resources 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 as under:

The company employed nearly 400 national young graduates and post graduate engineers and 20 expatriate engineers. These employees form the cream of the company's present human resource. The expatriate employees occupied higher positions in all the departments including HR. The company's salary policy and benefits policy were formulated mainly on the basis of the expatriate and national employees. But expatriates receive additional allowances like international market allowance, educational allowance, Thus, expatriates receive 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 pay pocket frustrates them severely.

Q-1 What is the crucial issue in this case?

(b) If you were the HR manager of the company, whom do you satisfy? **07**

Q.2 (a) What is globalization? Explain stages of internationalization **07**

(b) Define PCN, TCN and HCN. What the key differences in salary compensation for PCNs and TCNs. **07**

OR

(b) Discuss the difference between Domestic HRM verses International Human Resource Management **07**

Q.3 (a) Why do expatriates fails to perform as well as continue to the employment in MNC? **07**

(b) What is cross cultural training? Define its process **07**

OR

- Q.3** **(a)** Why should international employees need to be appraised in the areas different from those in pure domestic organizations? **07**
- (b)** What are the different areas of global training and development? Explain any 5 in detail. **07**
- Q.4** **(a)** What are the different approaches of International compensation management? Discuss the merits and demerits of any 3 approaches. **07**
- (b)** What type of strategies do the MNCs use to counter the trade union influences? **07**
- OR
- Q.4** **(a)** What are the allowances paid by MNCs that are distinctive from that of pure domestic companies? **07**
- Q.4** **(b)** Key individuals in SMEs develop critical knowledge and competence about foreign market activities. How can an SME protect itself from losing this stock of knowledge when such a key individual leave the firm? **07**
- Q.5** **(a)** How do you craft international human resource strategies for those MNCs which opt for licensing and franchising strategies to enter foreign markets? **07**
- (b)** What types of human resource strategies do you formulate for an MNC that prefer business process outsourcing strategy? **07**
- OR
- Q.5** **(a)** What is exporting? How do the firms enter international markets through exporting strategy? **07**
- (b)** What is turnkey project? Explain the advantages and disadvantages of Turnkey Projects. **07**
