

GUJARAT TECHNOLOGICAL UNIVERSITY
M.B.A.- SEMESTER – III • EXAMINATION – WINTER 2012

Subject code: 2830503**Date: 26-12-2012****Subject Name: International Human Resource Management (IHRM)****Time: 10:30 pm – 01:30 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 (a)** Discuss the various approaches to International Compensation. **07**
- (b)** Why are many Multinationals adopting English as their common corporate language? **07**

- Q.2 (a)** Key individuals in SMEs develop critical knowledge and competence about foreign market stocks. How can SME protect itself from losing this stock of knowledge should such a key individual leave the firm. **07**
- (b)** Social factors of individuals related to re-entry. **07**
- OR**
- (b)** Explain Expatriate failure. **07**

- Q.3 (a)** Why do some MNC appear reluctant to provide basic pre-departure training? **06**
- (b)** Write short notes:
1. Types of International employees **04**
 2. COLA **04**

OR

- Q.3 (a)** Four approaches to staffing in IHRM **06**
- (b)** Write short notes:
1. Are female expatriates different? **04**
 2. What is social dumping and why should unions be concerned about it. **04**

- Q.4 (a)** Why is it important to include hard, soft and contextual goals when assessing managerial performance in IHRM? **08**
- (b)** Cultural variations across nations as per Hofstede's study. **06**

OR

- Q.4 (a)** Factors influencing the global work environment. **08**
- Q.4 (b)** The impact of Digital Economy. **06**

- Q.5 (a)** Factors in Expatriate selection **08**
- (b)** What are the major Host country concerns? **06**

OR

- Q.5 (a)** Components of an effective pre-departure Training programme. **08**
- (b)** How can MNCs assist dual career couples' repatriation? **06**
