



PG – 581

8

IV Semester M.B.A. (Day) Degree Examination, November/December 2023
(CBCS) (2014 – 15 Onwards)
MANAGEMENT
4.4.2 : International HRM

Time : 3 Hours

Max. Marks : 70

SECTION – A

Answer **any five** questions from the following. **Each** question carries **5** marks.

(5×5=25)

1. Distinguish between traditional and virtual organizations.
2. Knowledge management in MNCs is a planned exercise. Discuss.
3. Explain the importance of Human Resource Planning.
4. Discuss the challenges of international performance management.
5. Who is repatriate ? Discuss the process of repatriate selection.
6. Explain the scope of Total Quality Management in HRM.
7. Why is conflict management important in IHRM ?



SECTION – B

Answer **any three** questions from the following. **Each** question carries **10** marks.

(3×10=30)

8. Discuss on the barriers and approaches to TQHRM. Compare and contrast TQHRM with traditional HRM.
9. Discuss in detail about the compensation components of IHRM.
10. Distinguish between DHRM and IHRM.
11. Describe the significance of International Education in International HRM.

P.T.O.



SECTION – C

12. **Compulsory Case Study.****(1×15=15)**

Abhinav Gupta was a popular Biology Lecturer in Bangalore University, Jnanabharathi with specialization in Marine Biology. This is a new branch in Biology related to marine ecosystems. In view of this he got a lucrative 3 years teaching and research contract at University of Amsterdam. The compensation and recognition was so high that he grabbed the opportunity in one breath. He was the town grown well-groomed man of 40 years. His wife Divya was matriculate from a village and had a son 18 years and daughter 10 years of age.

Abhinav being good at his work and knowledge level adjusted very well with the work environment and was respected by one and all. Divya and her children however were feeling uncomfortable due to problems of knowledge lack of social recognition and missing their relatives and friends. At the same time they started feeling that coloured people are treated as second grade citizens though openly it is not told. Divya felt loss of her identity feared that her daughter may indulge in Western culture of dating and other fears. She found her celebrations of festivals and poojas are lacking interest of her native place. She started thinking about everything and became overcautious about her daughter. This was bringing embarrassment to children and family.

Counselling of Abhinav did not help to improve the feelings and Divya insisted on going back to India. To avoid further unhappiness Abhinav offered to send back the family in six months worked alone for another six months and short closed the contract by special request to one year from three years. Abhinav felt bad about losing international exposure and extra income though Divya was happy to be back home before it was too late.

Questions :

- a) Explain how important it is to involve the spouse in repatriation decision.
 - b) Explain the flaw in selecting on merit alone.
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