



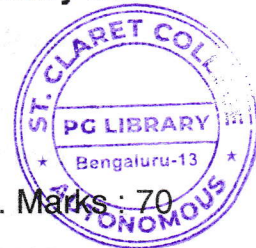
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IV Semester M.B.A. (Day and Eve.) Examination, December 2024/January 2025  
(CBCS) (2022-23 and Onwards)

**MANAGEMENT**

**Paper – 4.4.2 : International HRM (Human Resources)**



Time : 3 Hours

Max. Marks : 70

**SECTION – A**

Answer **any five** of the following. **Each** question carries **five** marks. **(5×5=25)**

1. Discuss the problems of women expatriates.
2. What are ethnocentric and geocentric approaches to International recruitment ?
3. Describe the approaches to International compensation management.
4. Write a note on knowledge management
5. Describe Total Quality Management in HRM.
6. Explain hardship allowance and its importance in International HRM.
7. Differentiate between traditional and virtual organisations.

**SECTION – B**

Answer **any three** of the following. **Each** question carries **ten** marks. **(3×10=30)**

8. Define International HRM and explain its model.
9. What is International performance management ? Discuss its challenges with examples.
10. Discuss selection criteria for International employment.
11. Describe causes of expatriates failure in foreign employment.

P.T.O.



## SECTION – C

12. Case Study (**Compulsory**).

(1×15=15)

Mrs. Wilfred joined Toyota as an automobile engineer in its USA operations. She is in her late 40s and supporting the education of her two children and the unemployed husband. In fact, her husband was retrenched consequent upon 2008 global economic crisis. The company plans to start its operations in Georgia.

She could not get any kind of promotion in USA during her 20 years career. Her superior attributes her performance as the reason and she attributes the glass-ceiling as the reason for being not promoted.

One day, her superior Mr. Michael called her and appraised her that the company is contemplating to start its operations in its Georgia plant in three months time and she was promoted as Head of the Operations department of the Georgia Plant with double her current remuneration as base salary along with a number of allowances like hardship allowance, educational allowances for children, exchange rate stability allowance, COLA, settling-in allowance. Her total remuneration in Georgia would be three times of her current remuneration. Further, the company is contemplating to provide a suitable job to her husband in Georgia plant.

Mrs. Wilfred listened coolly and replied without any kind of emotions, that I can't accept this promotion.

**Questions for Discussion.**

- a) Do you think that the management's action of not promoting Mrs. Wilfred in USA's operation is the reason for declining the offer by Mrs. Wilfred ?
  - b) Is it due to the political conditions in Georgia, Mrs. Wilfred did not accept the promotion ?
  - c) Explain the theoretical base related to this case.
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