

Seat No.: \_\_\_\_\_

Enrolment No. \_\_\_\_\_

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA – SEMESTER (3) – EXAMINATION – SUMMER 2019**

**Subject Code:3539284**

**Date: 06/05/2019**

**Subject Name: Global Human resource management.**

**Time:02.30 PM to 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.**

<b>Q. No.</b>	<b>Question Text and Description</b>	<b>Marks</b>
<b>Q.1</b>	Give brief idea about: a) Repatriation Process. b) Expatriates. c) Retrenchment d) Host Country e) Ethnocentric f) Social Dumping g) Ethical Relativism.	<b>14</b>
<b>Q.2</b>	(a) Define GHRM. Explain the difference between GHRM and domestic HRM	<b>07</b>
	(b) Explain in depth why expatriate assignment fails. Briefly underpin the criteria used for selection of expatriate	<b>07</b>
	<b>OR</b>	
	(b) Briefly explain the role of trade union in MNC. Explain in short how participative management can help in for shaping good industrial relation.	<b>07</b>
<b>Q.3</b>	(a) IHRM is emerging as recent study. Discuss in detail IHRM trends and future challenges.	<b>07</b>
	(b) Performance Management System serves as an important yardstick for measurement of performance. What are the various issues and criteria to be taken care while adjusting the KPI as per various culture.	<b>07</b>
	<b>OR</b>	
<b>Q.3</b>	(a) Define Trade Union. What are the key issues in managing global Industrial Relations	<b>07</b>
	(b) Define Culture. Explain Hofstede model on culture and workplace.	<b>07</b>
<b>Q.4</b>	(a) What is the philosophy of International Staffing? Explain approaches to International staffing	<b>07</b>
	(b) You have been asked to accept an international assignment that involves working in America for 2 years and in JAPAN for 6 months. The employer is providing for an additional benefit but is not ready to offer a job guarantee post assignment. Validate the situation by measuring the pros and cons for acceptance of an international assignment.	<b>07</b>

**OR**

- Q.4 (a)** What are the key components of international compensation program. Discuss in short, the various approaches to international compensation like balance sheet approach and going rate approach. **07**
- (b)** What is pre-departure training? List out the components of effective pre-departure training program. **07**
- Q.5** Mr. Mathew Kurien has been repatriated from his international assignment in Japan and America after serving for 5 years. Mr. Mathew's experience has been an enriching one wherein he has learnt all the aspects of finance. More importantly, it had brought him in control with different work approaches and procedures and he had interacted with American expatriates from headquarters as well as the local Japanese. Even though his previous position had been in the Asia Pacific Regional Office, it had not provided him with the same exposure as he employed in Japan. Mr. Mathew knew that he had gained valuable experience and self-confidence as a result.
- Due to international assignment the family has faced a difficult time. The two kids' school needed to be shifted from time to time like in America and then in Japan and then in India. The wife has also left the job before leaving for America and Japan. She has taken an additional degree as per the need in America and Japan. She has started working and the moment she was settling the news of resifting back to India came.
- The company has been considerably planning a change in the international assignment. The internal assignment was now focused more on Headquarters in the state had decided to reorganize the entire global operation and, as a result, the Regional office was to be upgraded to a Regional Headquarters and relocated in Japan. Mr. Mathew knew that it made sound business sense –most of the Asian Pacific activity was centered around the Japanese facility and its South East Asian and Chinese markets.
- Mr. Mathew's position will now be filled by someone from either headquarters or, more probably, from Japan. His boss has made that quite clear. The position which he enjoyed initially will be occupied by someone from abroad. There was no other option left for him rather than accepting the offer to move back to India. Both his children and wife were also supposed to be shifted in India.
- In India again, wife needs to relook job and to her surprise her added degree has no value in Indian context. Children's schooling was very different as compared to international assignment. They found it difficult to accept the syllabus and mingling with the Indian crowd was also very difficult.
- Move to India came as a cultural shock to him and his family. Working in Indian culture has been a devastating experience with a bureaucratic approach. The salary trauma has also been quite a depressing experience with an in-hand experience of reduced salary by almost 50%. After working for almost 7 months in India now Mr. Mathew finally thinks that he would shift back to America and conclude that he has done a blunder by accepting an international assignment which could be even called as career suicide.
- (a)** Why did Mr. Mathew feel that he gained valuable experience in the Japanese Subsidiary of US MNC? **07**
- (b)** Why did Mr. Mathew feel that his wife faced difficult times during his foreign assignment and what type of problems did children face after coming 'home'? **07**
- OR**
- Q.5 (a)** Mathew thought that "my acceptance of the international assignment has been career suicide"-why **07**
- (b)** What are certain aspects one should take care while repatriation of an employee so that it does not come as a shock to him. **07**

\*\*\*\*\*