

**Reg. No:**

--	--	--	--	--	--	--	--	--	--

**SIDDHARTH INSTITUTE OF ENGINEERING & TECHNOLOGY:: PUTTUR**  
(AUTONOMOUS)

**MBA II Year II Semester Regular & Supplementary Examinations May 2019**

**GLOBAL HUMAN RESOURCE MANAGEMENT**

Time: 3 hours

Max. Marks: 60

(Answer all Five Units **5 x 10 = 50** Marks)

**UNIT-I**

1 What is GHRM? Explain scope of International Human Resource Management. 10M

**OR**

2 Distinguish between domestic HRM and international HRM 10M

**UNIT-II**

3 Explain the cultural variables and its categories of cross-culture variables. 10M

**OR**

4 Explain evolution of cross-cultural research methods. 10M

**UNIT-III**

5 Discuss the various staffing sources in international staffing. 10M

**OR**

6 Elaborate recruitment in international context. 10M

**UNIT-IV**

7 What is repatriation? Discuss repatriation process in detail. 10M

**OR**

8 Define international compensation and explain its components. 10M

**UNIT-V**

9 Define trade union and explain its functions and characteristics. 10M

**OR**

10 Explain quality circle and process/steps are involved in quality circle. 10M

**SECTION – B**

(Compulsory Question)

**11. Case Study**

**1 x 10 = 10** Marks

Imagine you're the Vice-President of human resources for a Fortune 500 company. You've spent your entire career attempting to enhance the workplace for employees to support their productive work in the organization.. You aligned the hiring process to serve the strategic needs of the organization, as well as implemented an effective performance management system. However, the performance management process is becoming less effective because managers are inflating employee ratings. Under this system, managers are evaluated as a 1, 2, 3 or 4, with 1 being the highest rating and 4 the lowest. In many cases, managers are required to give a 4 rating to the lowest 10 percent of employees each year. Those individuals receiving a rating of 4 for two consecutive years are often let go from the organization. The intent behind this system is that throughout the two-year process, evaluators are to meet frequently with the employees, counsel them, and provide necessary development opportunities.

Questions:

1. What type of evaluation process would you say is being used in this case?
2. Do you see these effects as positive or negative? Defend your position

\*\*\* END \*\*\*