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

MBA II Year II Semester Regular Examinations September 2020

INTERNATIONAL HRM

Time: 3 hours

Max. Marks: 60

SECTION – A

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

UNIT-I

1 Discuss the need and scope of IHRM for effective function of a MNC. 10M

OR

2 Differentiate between domestic HRM and GLOBAL HRM 10M

UNIT-II

3 Explain the difficulties of performing cross cultural research studies. 10M

OR

4 Explain Hofstede's Hermes study made on critical HR variables 10M

UNIT-III

5 Identify and describe the approaches to international compensation. 10M

OR

6 Differentiate between Parent Country Nationals and Third Country Nationals. 10M

UNIT-IV

7 Highlight the GLOBAL HRM practices for Training and Development. 10M

OR

8 Write short notes on i) performance management ii) Cross cultural learning. 10M

UNIT-V

9 How does an organization build a knowledge society for effective functioning? 10M

OR

10 How are conflicts resolved in GLOBAL operations? 10M

SECTION – B

(Compulsory Question)

11

1 x 10 = 10 Marks

Case study – from Madrid to Mumbai

Lisa, a senior business manager in the Madrid office of a Spanish MNC, was given a three year engagement in the Mumbai (India) operations of the company, started in 2013. Lisa, a bachelor, thought that getting some international management experience would improve her prospects for a promotion after her return from this foreign assignment. Soon after she arrived, she found she was not fully prepared for many challenges she faced and was overwhelmed, because she was not provided effective assistance for the transition process.

She was very much concerned for her personal safety due to the exposure to news on crimes against women. She was concerned about the way to dress, social life, leisure activities, making new friends, others' perception of her. At the professional front, she found the work culture to be gender biased and difficulty in communicating with male members, who thought her behavior to be very demanding. She made sure; she interacted with local colleagues and clients without any problems.

Questions:

- a) What challenges may be faced by Spanish expatriates as in the case of Lisa?
- b) To what extent did gender issues influence Lisa in her assignment?

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