



**SIDDHARTH GROUP OF INSTITUTIONS: PUTTUR
(AUTONOMOUS)**

Siddharth Nagar, Narayanavanam Road – 517583

Subject with Code: INTERNATIONAL HUMAN RESOURCE
MANAGEMENT (20MB9051)

Course & Branch: MBA

Regulation: R20

**UNIT –I
INTERNATIONAL HUMAN RESOURCE MANAGEMENT CONCEPT**

1	a)	Define IHRM. Mention international HRM objectives.	[L1][CO1]	[5M]
	b)	Discuss the issues of international human resource management.	[L2][CO1]	[5M]
2		Outline the models of international HRM.	[L4][CO1]	[10M]
3	a)	Explain the approaches relevant to international HRM.	[L1][CO1]	[5M]
	b)	What are the emerging issues of global human resource management? Explain.	[L1][CO1]	[5M]
4	a)	Compare between domestic human resource management and global human resource management.	[L5][CO1]	[5M]
	b)	Explain any five specific challenges faced in GHRM	[L2][CO1]	[5M]
5		Explain scope of International Human Resource Management.	[L2][CO1]	[10M]
6		Enumerate the major factors that influence international HRM.	[L1][CO1]	[10M]
7		Demonstrate IHRM and its importance of international HRM.	[L3][CO1]	[10M]
8		Enumerate the various global issues and challenges faced in managing international human resources.	[L3][CO1]	[10M]
9	a)	What are the emerging issues of global human resource management? Explain.	[L1][CO1]	[5M]
	b)	Bring out the differences between parent -country nationals (PCNs) and third country nationals (TCNs).	[L2][CO1]	[5M]
10	a)	Categorize are the challenges faced by Indian MNCs while managing people and human resources in international perspective? Explain briefly.	[L6][CO1]	[5M]
	b)	Is Global HRM more challenging when compared to HRM? Justify with your answer.	[L2][CO1]	[5M]

UNIT-II**HUMAN AND CULTURAL VARIABLES IN GLOBAL ORGANIZATIONS**

1	a)	Define culture and its characteristics of culture.	[L1][CO2]	[5M]
	b)	Explain in detail about the cross culture differences.	[L2][CO2]	[5M]
2		Explain the cross-cultural differences that exist and how to manage them	[L2][CO2]	[10M]
3	a)	Write a short note on culture and explain the elements of culture.	[L1][CO2]	[5M]
	b)	How will you select a candidate for an international assignment in an IT company?	[L2][CO2]	[5M]
4	a)	Apply cultural variables that effect on work environment.	[L3][CO2]	[5M]
	b)	Describe the Hofstede's Hermes study. Explain its implications on managerial practices.	[L2][CO2]	[5M]
5		Define cross culture differences and factor constituting cultural differences.	[L1][CO2]	[10M]
6		Explain cross culture research/Analysis Methodologies.	[L1][CO2]	[10M]
7		Consider any two different cultures interacting in a business transaction. Explain the key differences in cross cultural perceptions. Explain how the differences can be overcome.	[L5][CO2]	[10M]
8		Discuss Hofstede's cultural dimensions and its implication on global human resource management.	[L2][CO2]	[10M]
9	a)	Analyze the factors affecting cultural variables.	[L4][CO2]	[5M]
	b)	Discuss about Hofstede's Hermes study in international human resource management.	[L2][CO2]	[5M]
10	a)	Explain evolution of cross-cultural research methods.	[L2][CO2]	[5M]
	b)	What is culture? Explain the five dimensions defined by Geert Hofstede to measure cultural distance between different cultures of the world.	[L2][CO2]	[5M]

UNIT-III**International Staffing and Compensation Practices**

1		What is international staffing? Outline the nature of international staffing.	[L4][CO3]	[10M]
2	a)	Discuss various staffing sources and its staffing policies.	[L2][CO3]	[5M]
	b)	How are international training and development different from the domestic training and development?	[L1][CO3]	[5M]
3	a)	Explain the process of international staffing along with diagram.	[L2][CO3]	[5M]
	b)	Explain the different approaches of international compensation.	[L2][CO3]	[5M]
4		Write a detail note on international HR planning.	[L1][CO3]	[10M]
5		Discuss how the recruitment and retrenchment of Global HRM differs from general HRM	[L2][CO3]	[10M]
6	a)	Assess various criteria which should be considered with selecting employees at international level.	[L5][CO3]	[5M]
	b)	Bring out the significant differences between recruitment and selection practices of local and international hiring	[L4][CO3]	[5M]
7		Define training expatriate. Explain its types of expatriate training	[L1][CO3]	[10M]
8	a)	What is repatriation? Apply repatriation process in detail?	[L3][CO3]	[5M]
	b)	Outline the steps to be followed in evaluating global HRM practices.	[L2][CO3]	[5M]
9	a)	Define compensation. What are the various aspects to be looked into while designing a compensation system for an organization	[L1][CO3]	[5M]
	b)	What is international assignment? Explain the process of human resource planning for an international assignment.	[L1][CO3]	[5M]
10		Explain differences between PCN's and TCN's.	[L2][CO3]	[10M]

UNIT-IV
APPRAISAL AND TRAINING AND DEVELOPMENT IN THE GLOBAL PERSPECTIVE

1		What are international performance management and its features?	[L1][CO4]	[10M]
2	a)	Assess process of international performance management.	[L5][CO4]	[5M]
	b)	Describe the models of international training and development.	[L2][CO4]	[5M]
3		Explain cross-culture training and its need of cross culture training.	[L2][CO4]	[10M]
4		Define the evaluating performance appraisal program.	[L1][CO4]	[10M]
5	a)	Define the essential and functions of agencies.	[L1][CO4]	[5M]
	b)	Discuss the importance of training of family members.	[L1][CO4]	[5M]
6		Demonstrate the implication of Global compensation on Indian system? Discuss.	[L3][CO4]	10M]
7		Discuss the strategic role of international HRM in enhancing the firm's performance and Productivity	[L2][CO4]	10M]
8	a)	What is competency appraisal? Explain its process?	[L2][CO4]	[5M]
	b)	Define performance management. Explain in detail the factors moderating performance.	[L1][CO4]	[5M]
9	a)	Define learning and dimensions of learning styles.	[L1][CO4]	[5M]
	b)	What are the areas of international training and development? Discuss.		[5M]
10		Analyze the components of effective performance appraisal program	[L4][CO4]	[10M]

UNIT - V
INTERNATIONAL INDUSTRIAL RELATIONS AND PEOPLE MANAGEMENT

1		Define industrial international labor relation. And its approaches to international labor relations	[L1][CO5]	[10M]
2	a)	Define trade union and the types of trade unions.	[L1][CO5]	[5M]
	b)	Enumerate the importance and need for participative management. How is it different from negotiation?	[L2][CO5]	[5M]
3	a)	What is mean by collective negotiation? Discuss the type of collective negotiation	[L1][CO5]	[5M]
	b)	What is participative management? Discuss the practices of participative management in different countries.	[L2][CO5]	[5M]
4	a)	Discuss the significance of trade unions in international labor management.	[L2][CO5]	[5M]
5	a)	What is the impact of increasing globalization on Quality of Work Life and Productivity?	[L1][CO5]	[5M]
6		What is meant by participative management and explain benefits of worker participation in management?	[L2][CO5]	[10M]
7	a)	Demonstrate people management in USA.	[L3][CO5]	[5M]
	b)	How is collective bargaining done? What are the precautions to be taken while engaging in negotiations?	[L2][CO5]	[5M]
8		How people are managed in Asian countries? Explain.	[L1][CO5]	[10M]
9	a)	Explain difference between labor relation practice in Europe and USA.	[L2][CO5]	[5M]
	b)	Discuss the HR practices prevalent in European countries.	[L2][CO5]	[5M]
10		What are the differences between American style of HR management and Japanese style of HR management?	[L2][CO5]	[10M]

1. Case study

Blue jeans are a legendary component of American culture from 1873, when Levi Strauss patented the riveted denim jeans. Levi Strauss doesn't actually make the jeans in the United States. In the late 1990 and early part of this decade, Levi Strauss undertook a substantial shift in the location of its manufacturing operations. By 2004, Levi Strauss had shut down its domestic operations and moved production facilities to foreign countries such as Mexico and China. Costs were a major factor for this decision. What might cost \$6.67 to make in US costs about \$3 in Mexico and \$1.50 in China. However, these changes have their own cultural perspectives with different work cultures prevailing in these countries.

Questions:

- a). What are the various environmental challenges you will anticipate as HR manager? What are various HR challenges you face while working in cross – cultural environments?
- b). What are the actions you take as HR manager while establishing organization in different countries.

2. Case study

You have been asked to manage a chain of international hotels, with branches at Dubai, China, Malaysia and South Africa. Discuss how you will decide the cuisine, attitude of people, kind of employee attitude you may face and challenges in recruitment and training of your work shop.

3. Case study

Mr. Ramesh, after completing matriculation, wanted to pursue college education to support himself, he desired to put into practice the principle of? earn while you learn? After several frustrating tips, his efforts have finally earned him a position in the manufacturing company in his native town. The job required him to work with a small group of workers and report directly to the production supervisor.

His enthusiasm to work in a company while pursuing studies has diminished after a few days. To his surprise, Ramesh found that most of the workers in the company are not duty minded. They wasted their time in gossiping and loitering. They have invented, over the years, several ingenious ways to avoid work and spend their time un-productivity on the job without subjecting their mind and body to the rules of work place.

Being new to the workplace, Ramesh, of Course, could not learn the? trick of the trade? and as such could not mix up with other members of his group. In many occasions, Ramesh found himself performing his duties sincerely while others moved around in a jovial manner. Ramesh, not unnaturally, could not swallow this and when he began to express his feelings of unhappiness and resentment, his co-workers retaliated thus? Mind your job. Don't be too smart. If you complain, we know how to get rid of you? Gradually, Ramesh, to his anguish, found himself enacting the role of a? social outcast? Unable to bear with this atmosphere of bitterness and mutual hatred, Ramesh, finally, decided to call it a day and concentrate on his studies. Before bidding farewell, he however, lamented before a senior member of his group thus: Why are you all like this? I am just trying to do my job. The salary is alright. Still, I don't like to continue. In a few days, I will be going back to pursue my studies. But I would like to know you all better. I am sure I am not like you guys? The senior member advised: My dear boy, if you were here as long as I have been, you would be just like us?

Questions:

- (a) What are the major informal roles of the group members and Ramesh?
- (b) Why was Ramesh rejected by his group? Do you agree with the senior workers statement in this case?