



# Sanjay Ghodawat University, Kolhapur

2018-19

Established as State Private University under Govt. of Maharashtra, Act No XL, 2017

SY MBA

School of Commerce and  
Management

MANAGEMENT

MMC HR 618

INTERNATIONAL HRM

Semester – Even (IV)

Day & Date *Tuesday*  
*04/10/2019*

End Semester Examination

Time: 3 hrs, Max Marks: 100

*2.30 to 5.30 pm.*

Instructions: 1) All Questions are compulsory.

		Marks	COs	Blooms Level
Q.1	Answer the Following			
a)	PN is a Multinational Company. Been a HR Manager you have to handle different challenges at international level. Illustrate as to what are the different challenges you will be facing as International HR Manager.	10	CO1	3
b)	Every MNC has to study the market in detail. As a HR Global Head of Nine countries of XY company analyze various recent global practices you can adopt in your company.	10	CO1	4
OR				
Q.2	b) Compare Domestic HRM & International HRM.	10	CO1	4
	Answer the Following			
a)	Analyze the Executive Nationality Staffing Policies to be considered while international human resource planning.	10	CO2	4
b)	Discuss the objectives of international compensation.	10	CO2	2
OR				
b)	Explain the process of Selecting HCNs for transfer to headquarters.	10	CO2	2
Q.3	Answer the Following			
a)	XY a company in international market is planning training for its staff. Interpret with an example the training programme to be designed for them.	10	CO3	3
OR				
a)	Interpret with an example the appraisal criteria used for international employees during the performance appraisal.	10	CO3	3
Q.4	Answer the Following			
a)	Discuss the process of making the expatriate's performance effective.	10	CO4	2
b)	Different strategies can be applied to make the global employment relations effective. Interpret through a example.	10	CO4	3

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- c) While working in international market there are lot of issues which arises and problems in employee relations take place. As a HR Manager Evaluate these issues and give solution to same. 10 CO4 5

OR

- c) In view of significant level of expatriate failure, what precautions would you take as an international HR manager in selecting expatriate staff? 10 CO4 5

Q.5 Answer the Following

- a) Re-Entry Problems 10 CO3 6

John Handel had been back in his hometown for two months after an exciting three years working in the Japanese subsidiary of a U.S. multinational. As he sat in his empty office looking out at the city skyline, John reviewed his situation. Well, he had to admit, for him it had been an exciting and challenging time since his position there as finance manager had been a promotion. More importantly, it had brought him in contact with different work approaches and procedures and he had interacted with American expatriates from headquarters as well as 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 enjoyed in Japan. John knew that he had gained valuable experience and self-confidence as a result. It had not been all excitement though for the family. Anne, his wife, did not complain but John knew that she faced a difficult time because of his international assignment. One reason was because his two teenage children had to attend the International School located at a considerable distance from the Japanese subsidiary, which meant they only came "home" on weekends. It made life particularly lonely for Anne, who was not working in Japan. She did admit that she often missed her work as a pathologist. Anne was having trouble back home finding employment—her previous department in a local medical school had been closed down due to reduced government funding. Both children enjoyed the international environment at the school, and had adjusted better than John had hoped. Coming back to Australia though was proving to be traumatic. His elder son had not been accepted into his chosen university course due to non-recognition of the accreditation of the International School—or at least that was what Peter claimed. His younger son, Jason, wasn't adjusting easily either. Dinner last night had not been a happy occasion, but tonight would be worse, John knew. How was he going to explain that the family had made such sacrifices to further his career that was how going

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nowhere? His repatriated position back to the Regional Office was badly timed, to say the least. Headquarters in the States 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. John 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. To retain its regional headquarters in Australia on the grounds of sentiment was unthinkable in such a highly competitive industry. “But where does that leave me? All the work is being transferred northwards. My position will now be filled by someone from either headquarters or, more probably, from Japan. My boss made that quite clear. I could not have asked the family to move back anyway,” thought John. The situation was compounded by the news today that several of his colleagues in the regional office had been made redundant. “My acceptance of the international assignment has been career suicide—and not just for me,” John thought. “I will have to see if there are positions available elsewhere if I am going to be able to face Anne and the boys tonight. Surely another company will value my international experience.”

1. What is re-entry shock? Why does it happen? How does one cope with it? What should an MNE do to address it?
2. What factors contribute to re-entry shock?
3. How can multinationals assist dual-career couples' repatriation?

- b) While designing a Potential Compensation Program there are some key components to be considered. Write down in detail the key components to be considered.

10

CO3

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