

Code No: MB194A2/R19

MBA IV Semester Regular/Supplementary Examinations, May-2024

INTERNATIONAL HRM

Time: 3 Hours

Max. Marks: 75

*Answer Any FIVE Questions, one from each unit
Question No. 11 is Compulsory*

UNIT-I

1. a) Explain HR challenges at international level. [8M]
b) Explain global HR perspective in new economy. [4M]

(OR)

2. a) Elucidate the concept of international HRM. [5M]
b) Briefly explain about the implications of managing people & leveraging human resources. [7M]

UNIT-II

3. a) Explain training & development in brief. [5M]
b) Describe performance appraisal and significance. [7M]

(OR)

4. a) Enlighten international assignments for women problems. [6M]
b) Explain the industrial democracy in brief. [6M]

UNIT-III

5. a) Write the significance of cross culture management. [7M]
b) Elucidate cross cultural communication and negotiation. [5M]

(OR)

6. a) Explain the cultural theories. [8M]
b) Outline cross culture teams in brief. [4M]

UNIT-IV

7. a) Explain the importance of performance management. [5M]
b) Elucidate methods of compensation. [7M]

(OR)

8. a) Elucidate incentive methods of compensation management. [8M]
b) Define performance management and its objectives. [4M]

UNIT-V

9. a) Explain global HRD climate in brief. [5M]
b) Explicate the concept and importance of quality of working life. [7M]

(OR)

10. a) Write short notes on new corporate culture. [5M]
b) Explain objectives of globalization. [7M]

11.

CASE STUDY

[15M]

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:

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