

Code No: 744AC

R17

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA IV Semester Examinations, December - 2019

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3hours

Max.Marks:75

Note: This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

PART - A

5 × 5 Marks = 25

- 1.a) What do you understand by IHRM and bring out its importance? [5]
- b) Discuss the integrated strategic framework for HRM. [5]
- c) What do you understand by human resource planning and bring out the factors influencing HR planning. [5]
- d) Describe the needs and expectations of expatriates. [5]
- e) Define performance appraisal and point out its significance. [5]

PART - B

5 × 10 Marks = 50

- 2 Discuss the major issues and challenges in managing human resource in a foreign subsidiary. [10]
- OR**
3. Examine the role and relevance of culture in international HRM. [10]
4. Examine the important forms of organization structure for global business. [10]
- OR**
5. Explain how human resource management practices or policy can be a source of competitive advantage. [10]
6. Elaborate various approaches to multinational staffing decisions. [10]
- OR**
7. As the human resource manager of a multinational company, justify the benefits of involving PCN, TCN and HCN (various nationality groups) in selecting managers for the international assignments. [10]
8. International training and development is different from the domestic training and Development- Elaborate. [10]
- OR**
9. Outline and give in detail various reasons for the failure of expatriates in foreign assignment. [10]
10. Explain various employee relations issues in the international context. [10]
- OR**
11. Discuss the key differences in the compensation for parent country nationals (PCN) and third country nationals (TCN). Justify whether these differences matter. [10]

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