

Total No. of Pages:

Register Number:

6727

Name of the Candidate:

M.B.A. (CORPORATE MANAGEMENT) DEGREE

EXAMINATION - 2011

(SECOND YEAR)

(PAPER – XVIII)

300. INTERNATIONAL HUMAN RESOURCE MANAGEMENT

December)

(Time: 3 Hours

Maximum: 75 Marks

SECTION - A

Answer any FIVE questions.

(5 × 3 = 15)

1. What is I. H.R.M.? What are the different activities involved in I.H.R.M.?
2. How is the international training and development different from the domestic training and development.
3. What are the advantages of geocentric approach?
4. List out the limitations of H.R.I.S.
5. Define virtual organisation. What are the types of virtual organisation?
6. What is globalisation? Explain the features of globalisation.
7. What is a trade union? Discuss its major functions.
8. State the major impact of globalisation on employment.

SECTION - B

Answer any THREE questions.

(3 × 10 = 30)

9. Discuss the differences between domestic human resource management and International Human Resource Management.
10. What do you mean by computerized H.R.I.S.? Enumerate the need, advantages and uses of H.R.I.S.
11. Differentiate between traditional and virtual organisation. Explain the features of virtual organisation.
12. Describe the ethical issues in HR.

13. Discuss the economic and political factors in HRM.

SECTION - C
Answer any ONE question. (1 × 15 = 15)

14. What is training? Describe the different areas of global training and development.
15. (a) What is participative management? Discuss the practices of participative management in different countries.
(b) How do the trade unions influence the business practices of MNCs?
16. What is TQM? Explain the principles and methods of Total Quality Management.

SECTION - D
(Compulsory) (1 × 15 = 15)
Case Study

17. UNWANTED PROMOTION

Mrs. Wilfred joined Toyota as an automobile engineer in its USA operations. She is in her late 40s and supporting the education of her two children and the unemployed husband. In fact, her husband was retrenched consequent upon the 2008 global economic crisis. The company plans to start its operations in Georgia.

She could not get any kind of promotion in USA during her 20 years career. Her superior attributes her performance as the reason and she attributes the glass-ceiling as the reason for being not promoted.

One day, her superior Mr. Michael called her and appraised her that the company is contemplating to start its operations in its Georgia plant in three months time and she was promoted as Head of the Operations department of the Georgia plant with double her current remuneration as base salary, along with a number of allowances like hardship allowance, educational allowance for children, exchange rate stability allowance, COLA and settling-in allowance. Her total remuneration in Georgia would be three times her current remuneration. Further, the company is contemplating to provide a suitable job to her husband in Georgia plant.

Mrs. Wilfred listened coolly and replied without any kind of emotions, that I can't accept this promotion.

Questions:

1. Is it due to the political conditions in Georgia, Mrs. Wilfred did not accept the promotion.
2. Explain the theoretical base related to this case.

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