

Code No: MB1345/R13

MBA IV Semester Regular/ Supplementary Examinations, April-2017

GLOBAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max. Marks: 60

*Answer Any FIVE Questions, All Questions Carry Equal Marks
Question No. 8 is Compulsory*

1. a What is International Human Resource Management? Explain Strategic role of International HRM.
b What is globalization? How can organizations leverage their Human Resources in the context of globalization?
2. a What is global HR planning? Explain the salient features of Global HR Planning.
b Explain the legal content of Global Human Resource Management.
3. a Explain the concepts of Expatriate and Repatriate in the context of International Human Resource Management.
b Explain the Problems of Women in the context of international assignments .
4. a Explain the salient features of high context and low context communication .
b What is Skill? Explain the different methods of skill building in international organizations.
5. a What is compensation? Explain the importance and trends in compensation Management in the Context of Globalization.
b What is Performance Management? Explain the process of performance Management in MNCs.
6. a What is HRD? Explain the Strategic advantages of HRD in the context of Globalization.
b Explain the relationship between productivity and quality of work life in the context of Globalization
7. a What is meant by HR interventions? Explain the salient features of HR interventions in the Y2K.
b What is quality of work Life? Explain the impact of Globalization on Quality of Work life in Indian Organizations.



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8. a The “Great Recession” has been hard on recruiters. As many employers have downsized, they also cut back on their recruiting efforts or brought them to a screeching halt. Some companies, like The More Store, have weathered the recession better than others. Employees at The More Store are encouraged to make recruiting a priority. They constantly have their eye on customers who would fit the unique culture, frequently approaching a good candidate right on the sales floor. In fact, 34 percent of the applicants to The More Store are referred by employees. And it isn’t hard to persuade people to apply.. The company pays better wages than most retailers and provides health benefits for part-time employees. During the recession they did not layoff any employees.

It is the responsibility of every employee at The More Store, from top to down, to recruit employees. These efforts are so effective that advertisement for applicants is rarely necessary. That’s because as customers enter the store, a trained sales associate talks up the benefits of working for The More Store and all that the company offers. If the individual applies and is hired, the sales associate is given a Rs 1000 reward for successful recruiting..

Questions:

1. What are the advantages and disadvantages of relying on employees as a major source of recruiting new employees?
 2. Explain how other recruiting sources may be effective for The More Store’s recruitment.
- b 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:

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

