MBSC-4.2C

Sl.No. : **Total No. of Pages : 2**

Fourth Semester M.B.A. Degree Examination, November - 2024
(SLM Scheme) (CBCS)
MANAGEMENT
Elective C : Human Resource
International Human Resource Management

Time : 3 Hours **Max. Marks : 80**

SECTION - A

Answer any five sub-questions. Each question carries five marks. [5 × 5 = 25]

Q1) Define the cultural variables and its effect on work environment

Q2) What is repatriation? Discuss repatriation process in detain.

Q3) Enumerate the major factors that influence international HRM.

Q4) Explain evolution of cross-cultural research methods.

Q5) What are the emerging issues of Global Human Resource Management?

Q6) Write a note on culturel Explain its significance.

Q7) Define international compensation and its components.

SECTION - B

Answer any four questions. Each question carries ten marks. [4 × 10 = 40]

Q8) Explain the process of international performance management.

Q9) What are the approaches relevant to IHRM?

Q10) Differentiate between cultural shock and reverse cultural shock.

Q11) Elaborate selection process in international context.

Q12) Explain the challenges to international HRM

Q13) What are the various staffing sources and staffing policies?

SECTION - C

Q14) **Case (Compulsory).** **[1 × 15 = 15]**

Background :

Apex Manufacturing Inc., a mid-sized company specializing in industrial machinery, has been facing challenges in maintaining competitive advantage and operational efficiency. Despite having a strong market presence, the company has noticed a decline in productivity and an increase in error rates among its production teams. This decline has been attributed to a skills gap resulting from outdated training practices and the rapid introduction of new technologies.

The company's leadership recognizes that effective training and development programs are crucial to improving employee performance and aligning skills with current industry standards. They have decided to overhaul their training and development strategy to address these issues.

Issues Identified :

1. Outdated Training Programs: The current training programs are outdated and do not cover new technologies or industry best practices, leading to a skills mismatch.
2. Low Employee Engagement in Training: Employees have shown low engagement in existing training programs, which are perceived as irrelevant and monotonous.
3. Lack of Clear Development Paths: There is no clear structure for career development or skills advancement, leading to employee dissatisfaction and stagnation.

Questions

a) What strategies should Apex Manufacturing Inc. implement to enhance their training and development programs?

b) How can Apex Manufacturing Inc. measure the effectiveness of their new training and development programs?