MBSC-4.2C

Sl.No. :

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Fourth Semester M.B.A Degree Examination, October - 2025
(CBCS) (SLM Scheme)
MANAGEMENT
(Elective-C): Human Resource Management
International Human Resource Management

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

SECTION - A

Answer any 5 questions. Each question carries Five Marks : [5 × 5 = 25]

1) Write a detail note on international HR planning.

2) What are the components effective performance appraisal?

3) Discuss how to manage the cross cultural differences.

4) Explain the functions of International HRM.

5) What is IHRM? Write objectives of IHRM.

6) Explain the cross cultural training need.

7) Explain the process of International staffing along with diagram.

SECTION - B

Answer any 4 questions. Each question carries Ten Marks : [4 × 10 = 40]

8) Define the training expatriate. Explain the types of expatriate.

9) Explain the Issues and challenges of International performance management

10) Define cross culture differences and factors constituting cultural differences.

11) What are the emerging issues of global human resource management? Explain.

12) Distinguish between domestic human resource management and global human resource management.

13) Discuss Hofstede's cultural dimensions and its implication on global human resource management.

SECTION - C

14.Case Study (Compulsory) : **[1 × 15 = 15]**

Vertex Manufacturing Ltd., a well-established company in the automotive parts industry, has faced increasing challenges related to employee wages and compensation. Despite being a leader in its field, the company is experiencing rising employee dissatisfaction due to perceived inequities in compensation, especially in light of recent market trends and economic pressures. This dissatisfaction has led to higher turnover rates and difficulties in attracting skilled talent.

Issues Identified:

1) **Inadequate Compensation Structure**: The company's compensation structure has not been updated to reflect current market rates, leading to discrepancies between Vertex's wages and those offered by competitors.

2) **Lack of Transparency**: Employees feel there is a lack of transparency regarding how compensation decisions are made, including how performance and market conditions are considered in pay adjustments.

3) **Unequal Pay Practices**: There are concerns about pay disparities between employees in similar roles, which has affected morale and led to perceptions of unfair treatment.

4) **Limited Benefits Package**: The benefits package offered by Vertex is seen as less competitive compared to other companies in the industry, affecting employee satisfaction and retention.

Questions

a) What strategies should Vertex Manufacturing Ltd. implement to address the issues with employee wages and compensation?

b) How can Vertex Manufacturing Ltd. measure the effectiveness of the changes made to the wages and compensation strategy?