
Answer any FIVE questions. All questions carry EQUAL marks including Q.No.8 is compulsory

1. Explain the need for a Global HR perspective in current times of rapidly changing economic environment.
2. Discuss how the HRM cycle of Recruitment to Retrenchment vary in general HRM vs Global HRM
3. Discuss the problems of women in international assignments, particularly when they are to travel to different countries.
4. How does the culture impact the performance of people working in the same company but in different countries and different time zones?
5. Outline the role of HR manager at the times of Cross border Mergers & Acquisitions. What additional steps you suggest for him?
6. Why is compensation management an important activity for a HR manager? What factors influence compensation management in a Multi National Company?
7. What is Quality of work Life? How has it changed with increasing globalization in recent times

8. CASE STUDY

Employees of Sandhya Pharmaceuticals, Hyderabad were a worried lot. With the news that the company was going to merge with Reco Pharma, USA. Many of them were worried about what would happen to their jobs, and the other benefits as a result of the merger.

There were all kinds of rumors regarding downsizing, transfers, and reduction in pay and benefits. Reco Pharma was a leading firm with operations spread across USA and Europe. Sandhya Pharmaceuticals had a strong hold in marketing and distribution in India, and so it was considered to be a merger of equals.

Amid all the confusion, the employees received a message that the CEO would like to address them regarding the merger. The CEO, Ganesh Kumar felt that as a result of the merger, the firm would be able to explore various areas of research because Reco Pharma had the resources to finance such research. Even as Ganesh Kumar was speaking, the employees had just one question in their mind, what would the impact of this merger be on their jobs and their pay packages.

The CEO announced that a compensation team would be formed that would have representatives of both the companies. He requested the employees to be patient as it would take some time to clearly decide and bring in an effective compensation plan.

Questions

- A) What should the Company do to allay the fears of employees? What communication strategies you suggest for the HR manager?
- B) How does compensation plan be designed to satisfy employees of both the companies?