

**Subject Code: MB938**

**MBA III Semester [R09] Regular Examinations, November 2010**

**Global HRM**

**Time: 3 Hours**

**Max Marks: 60**

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**Answer any FIVE questions All questions carry EQUAL marks,**

**Question No: 8 is compulsory (Case study)**

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1. Discuss the emergence of global HRM practices in India.
2. Explain the implications of HR planning at global level.
3. What is the place of women at international assignment? Discuss.
4. Discuss the importance of cross culture management.
5. In a diversity environment, what are the problems and strategies of HRM?
6. What factors to be considered in compensating the global people?
7. How can you measure the HRD climate at global organizational level?

**8. Case – Compulsory:**

M/s Disney department stores is having a chain of stores in ten countries with its headquarters at London. In Bangalore the store has 150 employees. This firm follows Graphic rating scale for performance evaluation. Annual performance rating is the basis of increment, promotion, selection for training and posing to attractive positions.

Following are the attributes which formed the graphic rating scale.

Integrity: dependability: Interest.

Leadership: Friendliness: Hard work.

Social responsibility.

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A number of representations were received by the MD in regard to the subjectivity of the present assessment system. MD interviewed 10 persons and all of them complained that they were denied increment because of lesser rating where as many others who are less qualified and less experienced got the increment because of better rating. On further survey it is found that nearly one third of employees are unhappy with the present rating system. At present there is no union activity but there are strong rumors that the employees are thinking of forming a union.

**Questions:**

1. What are the problems you find in the present appraisal system of the company? Put up your suggestions.
2. Can you propose a better alternate performance evaluation system?