

Code: BA4T6H

II MBA - II Semester - Regular Examinations JUNE 2015

GLOBAL HUMAN RESOURCES MANAGEMENT

Duration: 3 hours

Max. Marks: 70 M

SECTION-A

1. Answer any FIVE of the following: 5 x 2 = 10 M

- a) Compensation
- b) Change Management
- c) HR Audit
- d) Corporate Culture
- e) Labor Relation
- f) Performance Appraisal
- g) Objective of HRM
- h) Global HR Perspective

SECTION – B

Answer the following: 5 x 10 = 50 M

2. a) Describe the strategic importance of Global HRM.

OR

b) Explain the role of globalization in leveraging human resource in an organization.

3. a) Describe in detail the process of Global HR Planning.

OR

b) What do you mean by training and development? Explain different types of international training and development programs.

4. a) What is cross culture management? Explain the importance of cross culture management.

OR

b) What do you mean by expatriate and repatriate? How an organization can position expatriate in a new country.

5. a) What do you mean by merger and acquisition? Describe the importance of merger and acquisition.

OR

b) What is diversity management? State the problems involved in diversity management.

6. a) Explain the strategic framework of HRD.

OR

b) Describe the challenges faced by organization in creating new jobs through globalization.

SECTION – C

7. Case Study

1 x 10 = 10 M

ABC Pvt Lmt. is well known for its welfare activities and employee oriented schemes in manufacturing industry from more than a decade. The Top level management views all the employees at same level. This can be clearly understood by seeing the uniform of

the company which is Same for all starting from MD to floor level workers. The company have 2 different cafeterias at different places one near the plant for workers and other near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of same quality. The company stands by the rule Employee Equality.

The company has one registered trade union and the relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a pay master in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing countable number of problems in supplying the materials in recent past days. Problems like quality issues, mismatch in packing materials (placing material A in box of material B) incorrect labeling of material, not dispatching the material on time etc...

When the HR manager goes through the issues he realized that the issues are not relating to system but it relates to the employees. When investigated he came to know that the reason behind the casual approach by employees in work is 1. The company hired new employees for higher level post without considering the potential internal candidates. 2. The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

- a) Give all possible solution available for the case with its advantage and disadvantage.
- b) If you are in the role of HR manager what will be your immediate step to solve this case? Justify your answer.