

II MBA - II Semester - Regular Examinations JULY 2014

GLOBAL HUMAN RESOURCE MANAGEMENT

Duration: 3 hours

Max. Marks: 70 M

SECTION-A

1. Answer any FIVE of the following:

5 x 2 = 10 M

- a. Training and Development
- b. Globalization Issues in HR
- c. Industrial Democracy
- d. Cross Culture Management
- e. Merger and Acquisition
- f. Diversity Management
- g. Human Resource Development
- h. Talent Crunch

SECTION – B

Answer the following:

5 x 10 = 50 M

2. a) What do you mean by Global HRM? Explain significance and challenges of Global HRM.

OR

b) Describe the importance of Global HR perspective in a developing country.

3. a) What is performance appraisal? Describe the challenges of international performance appraisal.

OR

b) Explain in detail issues and challenges related to international labor relationship.

4. a) Describe cross culture teams. Explain their role in cross culture communication and negotiation?

OR

b) Explain different strategies that can be used for managing international assignment successfully.

5. a) Describe in detail the process of merger and acquisition.

OR

b) What is change management? Describe the different strategies to manage change in the organization.

6. a) What do you mean by HR audit? Explain the role of HR audit in organization.

OR

b) Describe the various measures for creating HRD climate in the organization. Mention the challenges faced by the organization in the process HRD.

SECTION – C

7. Case Study

1 x 10 = 10 M

The CEO of a company has called a meeting to get your feedback on Mr. A, a Department manager. Mr. A is what some people call “from the old school” of management. He is gruff, bossy, and often

shows an “it’s my way or the highway” attitude. Mr. A is about five years from retirement. Mr. A has a high turnover rate in his department. There have been several complaints on company surveys about him from his department and from outside his department. People have commented on the fact that Mr. A is “rude” during meetings and doesn’t let others contribute. There are times when he has belittled people in meetings and in the hallway. He also talks about his staff “critically” or “negatively” to other managers.

But Mr. A also is a brilliantly talented person who adds a vast amount of needed knowledge and experience to the company. He is extremely dedicated to the company and lets people know this by his arrival each day at 6:30 a.m. and his departure at 6:00p.m. He has been with the company for 32 years and he reports directly to the CEO.

Mr. A has gone to the HR department and complained that the people his supervisors hire are not a good fit for the company. The new employees don’t listen and they have a poor work ethic. Mr. A feels that HR should do a better job screening people.

1. What suggestions do you have for the CEO to handle Mr. A?
2. Give the solution to the problem of Mr. A and justify it.
3. Is it worth the effort, to handle Mr. A since he might be retiring soon, and why?
4. Develop a personal improvement plan for Mr. A?