

Code No: **21BA4T5HA**

II MBA - II Semester - Regular Examinations - JULY 2023

GLOBAL HRM

Duration: 3 Hours

Max. Marks: 70

- Note: 1. This question paper contains three Parts-A, Part-B and Part-C.
 2. Part-A contains 8 short answer questions. Answer any **Five** Questions.
 Each Question carries 2 Marks.
 3. Part-B contains 5 essay questions with an internal choice from each unit.
 Each Question carries 10 marks.
 4. Part-C contains one Case Study for 10 Marks.
 5. All parts of Question paper must be answered in one place

BL – Blooms Level

CO – Course Outcome

PART - A

| | | BL | CO |
|-------|---|----|-----|
| 1. a) | Explain the importance of Global HRM. | L2 | CO1 |
| 1. b) | Briefly explain the influence of technology on GHRM. | L2 | CO1 |
| 1. c) | Write a short note on problems of Women in international assignments. | L1 | CO2 |
| 1. d) | Explain main objective of Hofstede's Model. | L2 | CO3 |
| 1. e) | What is repatriation? | L1 | CO2 |
| 1. f) | What are the factors of consideration in compensation management? | L1 | CO4 |
| 1. g) | What do you mean by cultural shift? | L1 | CO3 |
| 1. h) | Explain the quality of working life. | L2 | CO5 |

PART – B

| | | | BL | CO | Max. Marks |
|------------------------|----|---|----|-----|------------|
| <u>UNIT – I</u> | | | | | |
| 2. | a) | Define Global HRM, Explain its various objectives which present organizations must fulfill. | L2 | CO1 | 5 M |

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|-------------------------|----|--|----|-----|-----|
| | b) | Explain the Scope of International HRM. | L2 | CO1 | 5 M |
| OR | | | | | |
| 3. | a) | What are the actions you can suggest in managing people in the Globalization era. | L3 | CO1 | 5 M |
| | b) | Explain the strategic role of International HRM. | L2 | CO1 | 5 M |
| <u>UNIT – II</u> | | | | | |
| 4. | a) | Discuss the various steps involved in international recruitment and selection? | L2 | CO2 | 5 M |
| | b) | Explain the various training methods for expatriates who will come from different parts of the world? | L4 | CO2 | 5 M |
| OR | | | | | |
| 5. | a) | Define Performance Appraisal and illustrate suitable performance appraisal method for the employees who are working in MNCs? | L3 | CO2 | 5 M |
| | b) | What type of benefits you suggest for the expatriate? | L3 | CO2 | 5 M |
| <u>UNIT-III</u> | | | | | |
| 6. | a) | Explain the factors influenced on Cross Cultural management in the organization. | L2 | CO3 | 5 M |
| | b) | Discuss the important elements in cross cultural management. | L2 | CO3 | 5 M |
| OR | | | | | |
| 7. | a) | Illustrate cross cultural management and explain its importance in Global HRM. | L3 | CO3 | 5 M |
| | b) | Explain Andre’s theory of Cross Cultural Management. | L2 | CO3 | 5 M |

UNIT – IV

| | | | | | |
|----|----|--|----|-----|-----|
| 8. | a) | Define Compensation, explain its role in Global HRM. | L4 | CO4 | 5 M |
| | b) | Explain about the problems faced by the MNCs in fixing the Compensation. | L4 | CO4 | 5 M |

OR

| | | | | | |
|----|----|---|----|-----|-----|
| 9. | a) | Discuss the various approaches of Global Assignments. | L2 | CO4 | 5 M |
| | b) | Explain the components in international compensation. | L4 | CO4 | 5 M |

UNIT – V

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|-----|----|--|----|-----|-----|
| 10. | a) | What is HRD Climate? Explain various measures an organization can do for an effective HRD Climate. | L2 | CO5 | 5 M |
| | b) | Illustrate the strategic HRD Frame work in the MNCs . | L3 | CO5 | 5 M |

OR

| | | | | | |
|-----|----|--|----|-----|-----|
| 11. | a) | How the productivity influenced on globalization. | L3 | CO5 | 5 M |
| | b) | Discuss the challenges faced by the originations in creating the new jobs. | L2 | CO5 | 5 M |

PART –C

| | | BL | CO | Max. Marks |
|-----|--|----|-------------|------------|
| 12. | G old Coast Institute of TAFE secured an Endeavour Mobility grant in 2009 for tourism, hospitality and events students to undertake a three week industry placement with Renaissance Hotel, Kuala Lumpur, Malaysia. In making the application the institute was aware that it would need to identify a partner to adequately prepare | L4 | CO2, CO3 | 10 M |

the students for their experience. Working with the Institute of Modern Languages (IML), at University of Queensland a pre-departure language and cultural program was designed.

The program ran over 12 weeks and involved a trainer from IML travelling to the Gold Coast campus to deliver 2 hour sessions with the 12 students and their accompanying teacher. The sessions included both language and cultural orientation programs. Given that the students were from different industries and did not necessarily study together this also gave them the opportunity to get to know one another and form as a group. Equally, for the teacher who taught some of the students she also got to know the individuals strengths and weaknesses and was able to plan and prepare accordingly.

The partnership with IML was very cost effective and enabled the students and staff access to a local “expert” in the market. Post event surveys from the students rated the pre departure program as highly effective. Whilst picking up key language skills in such a short period of time is difficult it was also important in supporting students to grasp the cultural shift that would be required to operate successfully in a 5 star hotel in the Malaysian capital.

Question:

What was the motive of Gold Coast Institute in providing the pre-departure training to students?