

Code: 17BA4T5HA

**II MBA - II Semester-Regular / Supplementary Examinations
JULY 2022**

GLOBAL HRM

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) Define Globalization.
- b) Write about strategic role of international HRM.
- c) Differentiate between Expatriate and Repatriate.
- d) How does merger different from Acquisition.
- e) What is HRD Climate?

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) Elaborate on the challenges and opportunities of globalizing human resource.

OR

- b) What changes did globalization bring in managing human resources? Discuss.

3. a) What comprises a staffing policy of an MNC? Explain with suitable examples.

OR

b) Discuss about the challenges faced by Indian MNCs with suitable examples.

4. a) Explain the expatriation and repatriation process in an international organization.

OR

b) What are the problems associated with cross cultures in an MNC? Elaborate.

5. a) Discuss the role of HR in mergers and acquisitions in an organization.

OR

b) Elaborate on the issues and challenges confronting diversity management in MNCs.

6. a) Explain the process of creating HRD climate in an organization.

OR

b) What are the challenges in managing quality of work life? Discuss.

SECTION-C

7. Case Study

1x10=10 M

Diana was employed as a trainee at the Norwegian risk management consultancy DNV when she realized being a woman was a barrier. Although trainees were supposed to go abroad, the company had problems finding a job for Diana in a foreign subsidiary: I wanted to go to London, Houston or Singapore. At the end I managed to get an international assignment from Oslo to Copenhagen'.

This was in 2000. However, Diana did not give up and pursued her career intensively. Today she is manager of the research and innovation unit at DNV and since 2010 member of the board of directors of the large Norwegian chemical company Yara. When the new members of the board of directors were elected, for the first time it was an advantage for Diana to be a woman. Since 2008, Norwegian companies are required by law to have 40 per cent female members on their board of directors. Thus, Diana is part of an experiment - if woman do not make it to the top on their own, politics support this process in Norway.

Questions:

- a) Discuss the problems of women expats.
- b) Relate the situation in Norway to the cultural dimensions identified by Hofstede.
- c) What are the advantages and disadvantages of having women expats?