

**II MBA - II Semester - Regular/Supplementary Examinations
April - 2018**

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) Global HRM Vs Domestic HRM.
- b) What is national culture?
- c) Who is Expatriate?
- d) Explain the models of IHRM.
- e) Cross culture Training.
- f) Components of international compensation program
- g) HR Audit
- h) Diversity management.

SECTION – B

Answer the following: 5 x 10 = 50 M

2. a) What are the challenges and opportunities of globalizing human resource? Explain.

OR

- b) Define GHRM. Discuss the implications of managing and leveraging human resource in the globalized economy.

3. a) Describe the strategic role of International Human Resource Management in the success of an international business.

OR

b) Draw an optimum Compensation Structure for a MNCs related to Service Industry.

4. a) Discuss the pros and cons of international assignments for women.

OR

b) Describe the cross-cultural diversities and multiculturalism.

5. a) Explain the problems and strategies of diversity management.

OR

b) Discuss the HR interventions in Y2K.

6. a) What are the measures a HR should consider for creating HRD climate? Explain.

OR

b) How does globalization influence the quality work life in India? Explain.

SECTION-C

7. Case Study

1x10=10

You Mr. A of Alfa community are a newly appointed manager of a work shop, which has been categorized as an essential service. This means that the work shop must function on all the days. Rules lay down that at least two individuals must be on duty irrespective of their seniority or specialization. The work shop is manned by an equal number of individuals of the two communities, Alfa and Beta. A good

tradition has been built, i.e. when one community has a festival, the workers from the other community man the work shop and vice versa.

Recently there were labour union election and Mr. Beta community has been elected as the leader. The new leader is reported to be very whimsical (unusual), though very good at heart. Your day of trial dawned when it came to light that on Friday next, both the communities claim to be their religious day. Both the communities want the other community to perform the duty on that day. While Alfa community is banking on you; the others are equally sure of their union leader from beta community winning the day for them. You realize that there have been a lot of discussions and more negotiations and discussions are making the situation worse. The attitudes of the both of the parties are hardening and the last discussion had ended as a war of words. You don't want to damage the good relations between the two communities built over the years but still have to solve the problem. What will you do?

Solve this case using the following method:

- a) Give all the possible solutions available for the case along with advantage and disadvantages for each solution.
- b) Compare the solutions and justify the best solution.
- c) Give suitable title for the case.