

Code: 17BA4T5HA

II MBA - II Semester - Regular Examinations – April 2019

GLOBAL HRM

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) Qualities of a Line Manager.
- b) Describe 'Talent Crunch'.
- c) Repatriation.
- d) Meaning of Absorption in the context of M&A.
- e) Define Work Life Balance.

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) Find out the challenges of Global HRM.

(OR)

b) Show how the local environment influences a firm's approach to flexible working practices?

3. a) Explain the challenges faced in training the Expatriate Managers.

(OR)

b) Highlight any TWO Corporate level international strategies that have a profound influence on the culture and the sub culture and also the structure of Global HRM.

4. a) Evaluate whether cross cultural differences in HR practices are increasing or decreasing and why?

(OR)

b) Identify the positives and negatives associated with International assignments.

5. a) Make a note on the impact of cultural differences on M&A performance.

(OR)

b) Find out the People issues that are critical to the success or failure of Mergers and Acquisitions.

6. a) Prepare a note on the issues for GHRM Managers dealing with Work Life issues.

(OR)

b) Justify how the integration of CSR and HRM policies helps for the longer sustainability of the Global firms.

SECTION-C

7. Case Study

1x10=10 M

An MNC is having its operations in more than 40 Countries spreading in to America, Asia and African continents. It is planning to implement a common set of performance management practices throughout its Global Subsidiaries.

Questions:

- a) What advice would you offer to the HRM director?
- b) How to generate Company wide thinking among all employees of this MNC?