

Code: 17BA4T5HA

**II MBA - II Semester-Regular/Supplementary Examinations
August 2021**

GLOBAL HRM

Duration: 3 hours

Max. Marks: 60

SECTION - A

1. Answer the following:

5 x 2 = 10 M

- a) What are the issues concerning globalization?
- b) Write about talent crunch.
- c) What is repatriation?
- d) Define change management.
- e) What is HRD Climate?

SECTION – B

Answer the following:

5 x 8 = 40 M

2. a) “The rules of game changed in HR”. Discuss COVID-19 and impact on HR.

(OR)

- b) What is global HRM? Elaborate on the challenges of HR in the wake of globalization.

3. a) Elaborate on training and development function in a global organization with suitable example.

(OR)

b) Discuss about the functioning of industrial relations system in MNCs.

4. a) Elaborate on the selection techniques in global organizations with suitable example..

(OR)

b) “It appear that there is no glass ceiling in global organizations!”. Elaborate this in the light of International assignments for women expatriates.

5. a) Explain the HR problems and challenges arising out of mergers and acquisitions..

(OR)

b) Discuss on diversity issues in global organizations with suitable example.

6. a) Elaborate on the measures a HR should consider for creating HRD climate.

(OR)

b) What are HR changes that swept through the pandemic situation across the organizations? Elaborate.

SECTION-C

7. Case Study

1x10=10 M

Deming Public Ltd Company is well known for its welfare activities and employee-oriented schemes in the manufacturing industry for more than ten decades. The company employs more than 800 workers and 150 administrative staff and 80 management-level employees. The Top-level management views all the employees at the same level. This can be clearly understood by seeing the uniform of the company which is the Same for all starting from MD to floor level workers. The company has 2 different cafeterias at different places one near the plant for workers and others near the Administration building. Though the place is different the amenities, infrastructure and the food provided are of the same quality. In short, the company stands by the rule of Employee Equality.

The company has one registered trade union. The relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a paymaster in that industry. The compensation policy of that company, when compared to other similar companies, is very less still the employees don't have many grievances due to the other benefits provided by the company. But the company is facing a countable number of problems in supplying the materials in the recent past days. Problems like quality issues, mismatch in packing materials (placing material A in the box of material B) incorrect labelling of material, not dispatching the material on time, etc...

The management views the case as there are loopholes in the system of various departments and hand over the responsibility to the HR department to solve the issue. When the HR manager goes through the issues he realized that the issues are not relating to the system but it relates to the employees. When investigated he come to know that the reason behind the casual approach by employees in work is

- The company hired new employees for a higher-level post without considering the potential internal candidates.
- The newly hired employees are placed with higher packages than that of existing employees in the same cadre.

Question:

1. Narrate the case with a suitable title for the case.
2. Justify your title with proper explanation.