

Code: **BA4T6H**

II MBA - II Semester - Regular Examinations - MAY 2016

GLOBAL HUMAN RESOURCE MANAGEMENT

Duration: 3 hours

Max. Marks: 70 M

SECTION-A

1. Write short notes on any FIVE of the following: 5 x 2 = 10 M

- a) Human Resource Issues in Globalization.
- b) Talent crunch.
- c) International compensation.
- d) Cross culture Management.
- e) Repatriation.
- f) Change Management.
- g) New Corporate Culture.
- h) Human Resource Audit.

SECTION – B

Answer the following:

5 x 10 = 50 M

2. a) Explain the Global Human Resource Perspective in New Economy.

(OR)

b) Differentiate between domestic Human Resource Management and International Human Resource Management.

3. a) Discuss the Strategic role of International Human Resource Management.

(OR)

b) Explain the Modern Methods of Performance Appraisals in International Human Resource Management.

4. a) Explain the organizational and individual purposes for expatriation. Why do these need to be incorporated as part of a strategic approach to managing global assignments?

(OR)

b) State the problems faced by women in International Assignments? Discuss their strategies.

5. a) Discuss the Nature and Importance of Mergers and Acquisition in International Human Resource Management.

(OR)

b) Explain the Human Resource Interventions in Y2K related to International Mergers and Acquisitions.

6. a) What is the importance of the quality working life and productivity in Globalization?

(OR)

b) Discuss the challenges of creating new jobs through Globalization in New Corporate Culture.

SECTION – C

7. Case Study

1 x 10 = 10 M

Giving the high cost of most global assignments, it is critical for organizations to get some return on their investment in sending employees abroad. Cattle Creek, Japan-based breakfast cereal manufacturer Kellogg saw its turnover rate among expatriates reach 40 percent. Kellogg viewed the retention problem as being rooted in poor selection of candidates for global assignment. To remedy this problem, Kellogg first implemented a selection strategy for its global assignments, including a pilot program that identified the best candidates based on assessments from managers. HR and senior management partnered to narrow the list down to sixteen individuals who then were given assessment tests that examined work styles and habits, values, interests and lifestyles. Employee spouses were also given the assessment. Key personality traits critical to assignment abroad, such as flexibility, willingness to learn, openness, sense of humor, adaptability, ability to handle ambiguity, and interest in others, were measured.

Case Questions:

1. Do you feel that the New Process has had success for Kellogg in its expatriate assignment?
2. Analyze the above information using SWOT.
3. Discuss the potential risks and areas of concern that need to be addressed prior to any assignment.