

**BALLARI INSTITUTE OF TECHNOLOGY & MANAGEMENT**

(Autonomous Institute under Visvesvaraya Technological University, Belagavi)

USN Course Code          

Fourth Semester MBA Degree Examinations, Sept/Oct 2023

**INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

Duration: 3 hrs

Max. Marks: 100

*Note: 1. Answer any FOUR full questions from Question No. 1 to 7.**2. Question No. 8 is compulsory**3. Missing data, if any, may be suitably assumed*

<u>Q. No</u>	<u>Question</u>	<u>Marks</u>	<u>(RBTL:CO:PO)</u>
1.	a. Illustrate the meaning and scope of IHRM	03	(3:1:1)
	b. Analyze the IHRM challenges	07	(4:1:1)
	c. Explain different approaches of IHRM and give explanation of IHRM with respect to PCNs, TCNs, and HCNs.	10	(4:1:1)
2.	a. Illustrate the importance of Knowledge sharing	03	(3:2:4)
	b. Discuss on gaining access to External knowledge	07	(4:2:4)
	c. Explain factors influencing Knowledge sharing and how to stimulate Knowledge sharing.	10	(4:2:4)
3.	a. Differentiate between Domestic and International Organizations	03	(3:3:4)
	b. Explain the application of Technology in International Training Management	07	(4:3:4)
	c. Explain stages of International Training Management	10	(4:3:4)
4.	a. Analyse S.M.A.R. T	03	(3:4:4)
	b. Discuss the cultural dimensions affecting PMS of the organization.	07	(4:4:4)
	c. Explain key factors affecting Performance Management systems.	10	(4:4:4)
5.	a. Interpret the approaches to international compensation	03	(3:3:4)
	b. Explain the objectives of International Total Rewards	07	(4:3:4)
	c. Explain key components of Global total Rewards	10	(4:3:4)
6.	a. Illustrate the motives behind International Transfers	03	(3:4:4)
	b. Explain new and alternative forms of International Assignments	07	(4:4:4)
	c. Explain International assignment process	10	(4:4:4)

**Note: (RBTL - Revised Bloom's Taxonomy Level: CO - Course Outcome: PI - Programme Outcome)**

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| 7. | a. | Outline the meaning of Diversity Management and equal opportunities | <b>03</b> | (3:5:4) |
|    | b. | Explain basics of culture   | <b>07</b> | (4:5:4) |
|    | c. | Explain any four models of culture                                  | <b>10</b> | (4:5:4) |

8. **Case study (Compulsory)**

Future Drugs and Pharmaceuticals Ltd is an Australia-based, family-owned company engaged in formulations/generics of immunity suppressant medicines with over AUD 6 billion in annual revenues, employing over 11,000 employees out of which about 10,200 employees work in the home country. The company has decided to diversify into bulk drugs manufacturing and set up operations in China and Poland with twin objectives of leveraging costs and to spread itself into Asian and European markets. The new operations would create about 4,000 jobs in the coming two years. HRM is identified as one of the most strategic areas for success of this business intervention since talent is the core. Currently, HR policies, processes and practices within the company are Australia centric which may not cater to workforce needs of countries such as China and Poland. The entire HR department is concentrated in Australia itself, with no associated staff anywhere else. Further, the company has decided that it needs an IHRM framework and practices to strengthen its Endeavour to internationalize the company. However, management of the company strongly believes that they have a robust people practice in their Australian units which should not be diluted.

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| a. | Explain the case facts and identify the issue involved in the case.  | <b>10</b> | (5:5:5) |
| b. | Discuss how you will approach the issues and what steps are necessary to build an IHRM model that can meet the business and people objectives of Future Drugs and Pharmaceuticals Ltd. | <b>10</b> | (5:5:5) |

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