



**DP-010-003407**

Seat No. \_\_\_\_\_

**M. B. A. (Sem. IV) (CBCS) Examination**

**April / May - 2015**

**International Human Resource Management  
(ECT - 10408)**

**Faculty Code : 010**

**Subject Code : 003407**

Time : 3 Hours]

[Total Marks : 70

**Note:** All Questions are Compulsory

**1 Explain the following terms : (Any 7) 14**

- (1) Growing interest in IHRM
- (2) Culture Shock Cycle
- (3) HCN
- (4) Role Conflict
- (5) Trouble Shooter
- (6) Geographic Area Structure
- (7) Offshoring
- (8) Ethical Management
- (9) CCT

**2 (A) Briefly explain: With the usage of different strategies 7**  
organizations are competing globally.

**(B) Explain: Recent trends in International Staffing. 7**

**OR**

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**1**

**[Contd...**

- (A) Differentiate: Domestic HRM & International HRM. 7
- (B) Explain: Challenges of International Human Resource Planning. 7

- 3 As a newly-appointed Project Manager of a research team, you consider that you will be able to manage the project virtually from your office in London, even though the other six members are located in Munich. This will solve your personal dilemma as your family does not want to be relocated. The project has a six-month deadline. What factors should you need to consider in order making this virtual assignment effective? 14

**OR**

Briefly explain: Ethics and the IHR manager.

- 4 (A) Describe the emerging trends prevailing globally in training expatriates. 7
- (B) Briefly describe performance management issues associated with expatriate and non-expatriate international assignments. 7

**OR**

- (A) Explain: Repatriation process. 7
- (B) What are the components of expat compensation? Explain each. 7

5 Mark Chan's five-year international assignment in a 14 senior management position at corporate headquarters in London is coming to an end. With a generous expatriate compensation and benefits package, a large house with a big garden in the countryside, and two fancy cars, Mark and his family are living a life in England that they can only dream of in their home country, Singapore. Having performed well in his job at corporate headquarters, Mark is offered a promotion opportunity – a very attractive three-year international assignment at his company's subsidiary in the Netherlands. However, due to family reasons, his wife Linda feels the need to return home in the near future and Mark starts to look for a suitable position back in Singapore. When the position of regional general manager for one of the company's largest divisions that Mark is hoping to get is offered to someone else, he has to decide whether to continue pursuing an international career or return to a position that would essentially mean a demotion. The case ends with Mark wondering what he should do. He feels torn between his career aspirations and the long-term needs of his family: whatever decision he makes, either his career or family will suffer.

After further discussions with Linda, Mark reluctantly decides to accept the offer of the middle management position and move back to Singapore with his family. To their surprise, adapting to life in Singapore turns out to be less easy than they expected. Although happy to be back in Singapore to take care of her parents, Linda finds her life less satisfying than she had imagined while in England. The children miss their friends and are experiencing serious adjustment problems at school. After just a few months, Mark is beginning to feel bored with his new job. He also realizes that, unlike what he had been told upon accepting the offer, his current position might not be "temporary" as no

senior management positions in Singapore will be available for quite some time. He feels trapped and starts considering leaving the company.

**Questions:**

- (a) Should Mark accept the position offered in Singapore and return home?
  - (b) What are his options? If Mark accepts the position offered in Singapore, what should his career plan be?
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