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School of Management and Business Studies
Department of Management
Even Semester Examination - July 2023
MBA-IV Semester
MBA-GE-HR-11 International Human Resource Management

Roll No...

Duration: 3 Hour

Max.Marks -75

Note: Attempt any Five Questions, All questions carry equal marks (15X5=75)

Q1: As an HR manager of an International firm, you are responsible for sending a group of 20 freshly campus-recruited engineers to New York for a period of 2 years. What kind of pre-departure trainings would you like to plan for them?

Q2: Rahul has been posted to Frankfurt (Germany) a few months back from the Noida office in India. Lately, he has been acting frustrated and angry all the time. He hates German food, finds people very rude and conservative, and is too irritated by the harsh weather conditions. What stage of cultural shock is Rahul in right now? As a home country HR manager, what would you advise him?

Q3: You have recently shifted from a domestic human resource management team to an International HRM team. What changes in roles and responsibilities have you observed?

Q4: Amara is an Indian wear brand and they are right now based out of Delhi. Their collection is loved by many customers in New Jersey, USA. So, they have decided to establish one store in New Jersey, USA as well. According to you, should they adopt an ethnocentric strategy or polycentric strategy for recruiting the manager and staff there? Explain your choice.

Q5: ABC Ltd is an Indian telecom MNC which has recently bagged a project in South Africa. What will be your selection criteria for the project manager recruitment for the South African location?

Q6: As an HR Manager of an International team, you have observed that the expatriate failure cases have increased over the past 1 year in your firm. What corrective actions you can take to reduce the cases of expatriate failure?

Q7: Rita is a single mom and works as an Associate Vice President (Finance) in a Gurgaon-based MNC. She has been asked to move to Florida for a period of 5 years for a new project. What components will you add to her compensation so that she feels comfortable moving to a new location? What other support can you provide to her?

Q8: What is the difference between the Balance sheet approach and the Going Rate approach in international compensation? Explain the advantages and disadvantages of both approaches.