

**DEPARTMENT OF MANAGEMENT
SCHOOL OF MANAGEMENT & BUSINESS STUDIES
JAMIA HAMDARD**

Even Semester Examination (Online) June 2021

MBA [Semester IV]

Paper Name: International Human Resource Management

MM: 75

Paper Code: MBA-GE-HR-11

Time: 03 Hours

Email Id of the Examiner: manpreetkaurkohli@jamiahamdard.ac.in

Email Id of the Assistant Superintendent of Exams: mba4june2021@gmail.com

Email Id of Dean: deanmanagement@jamiahamdard.ac.in

Note:

- Students have to submit the **Scanned hand written solutions** to the Examiner, Assistant Superintendent of Examination and Dean on the email ids as mentioned above.
- Students shall use **ruled white paper & blue ink** to write the solution. Each page must have a **serial number and the signature** of the student.
- An additional $\frac{1}{2}$ an hour will be given to the examinees to scan the answer sheets, convert it into single PDF and upload it on the id's given on the question papers.
- If any two copies are found to be similar then both the copies shall be cancelled. Such students will be considered/ tried for unfair means.
- The attached PDF shall be named as follows --
Full Name-Enrollment Number-Course-Semester-Subject Abbreviation (Example: Rabia Shaheen-2017-334-032-MBA-IV-QTM) and students shall also mention the same in subject line of the email & his/her answer copy also.
- Answer All Questions, each carry equal marks.

Q1: Shruti has recently been transferred to Japanese subsidy of her organization for a 2 year project. Since her transfer she has been feeling lost. She cannot connect with her new team and neither she is able to make good friends in her new office. She keeps on getting the feeling to go back to her home in India and work. But she doesn't have that option. Briefly explain what shruti and her organization should do to make her comfortable in the new working environment. Also explain various stages of culture shock.

Q2: Mr. Karan has a business of ready to eat Indian packed food. Till now he used to export his products to Singapore through an exporter. Now he wishes to extend his business by opening a small subsidy at Singapore location. What approach (Ethnocentric, Polycentric, Geocentric or Regiocentric) should he adopt to hire the staff for Singapore subsidy and why? Explain with proper reasoning.

Q3: Ms. Unnati is an International HR manager in her firm. For a new Germany based project, she needs to send 40 engineers to the client location at Frankfurt. She has 6 months in her hand to train them for Germany. Please design a training plan for the same.

Q4: Mr. Amit is an International HR manager in his firm and is facing a unique problem. 10 of the engineers which he sent to China for 3 months for a project want to come back. A classic case of expatriate failure. It's a huge loss for the company as lots of money was invested in them while sending. Explain what all steps Amit should have taken and should take now to reduce the risk of expatriate failure in his organization.

Q5: Ms. Saba is a general manager in a US firm and works out of Gurgaon office. She is now asked to move to New York office for a period of 5 years. She is a single mother of a 6 year old girl. Design a compensation and benefit plan for Ms. Saba.