

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic Year: 2010 – 2011
Subject: International
HR Practices
Date: 02/07/2011

Semester IV
Course New
Marks 70
Time: 3.00 pm to 6.00 pm

Instructions:

Candidates should read carefully the instructions printed on the question paper and on the cover of the answer book which is provided for their use.

Q.1. Attempt any two out of four. Explain the following terms. (10 marks)

- a) PCNs and TCNs
- b) Geocentric Approach
- c) Repatriation
- d) International Employee Relations

Q.2. Write short notes on any two out of five (10 marks)

- a) Issues in International HRM
- b) Ethnocentric Approach
- c) Dual – Career Couples
- d) Expatriate Training
- e) Cross – cultural Negotiations

Q.3. Attempt any three out of five questions given below (30 marks)

- a) Explain important “Cultural Dimensions” in HRM in the International context.
- b) Describe Chinese model of people Management.
- c) How the practice of HRM in the International context is different from HRM (domestic)? Explain the difference between IHRM and HRM.
- d) What criteria are used for Performance Appraisal of International Employees? Explain.
- e) What are the issues/factors that influence multinationals in Industrial Relations? Discuss.

Q.4. Case Study – Answer the questions in detail (20 marks)

ABN Ltd. Is a well – established company in India with its multi locational operations in India and Srilanka. It has 5000 employees on its role. The ABN is involved in software products and services and has international significance. Now, ABN plans to expand its business operations (including manufacturing) to China and Malasiya for which it needs to recruit or deploy staff for the proposed locations. It has already taken required approvals etc from the Authorities of China and Malasiya and expects to start business operations within this quarter of the financial year.

- a. What are your proposals in the present context as Head – HR? Discuss.
- b. What process and strategy would you like to adopt for the recruitment of staff (or deployment of staff) in China and Malasiya? Explain.