

COURSE CODE:14B1WHS832

MAX. MARKS: 35

COURSE NAME: International Human resource management

COURSE CREDITS:03

MAX. TIME: 2 HRS

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*Note: All questions are compulsory. Carrying of mobile phone during examinations will be treated as case of unfair means.*

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1. Why is a greater degree of involvement in employees' personal lives inevitable in many international HRM activities? (Marks 5)
2. What are typical HRM problems in offshoring organizations? How can companies, for example in India and China, design their human resource management systems to avoid these problems? (Marks 5)
3. Country of origin influences the firm's approach to organization structure. As MNEs from China and India internationalize, to what extent are they likely to differ from that observed for Japanese, European, and US MNEs? (Marks 5)
4. 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 to make this virtual assignment effective? (Marks 6)
5. Assume you are an HR director for a small company that has begun to use international assignments. You are considering using an external consulting firm to provide pre-departure training for employees, as you do not have the resources to provide this 'in-house'. What components will you need covered? How will you measure the effectiveness of the pre-departure training programme provided by the external consultant? (Marks 6)
6. What are the key differences in salary compensation for PCNs and TCNs? Do those differences matter? (Marks 4)
7. What is 'social dumping' and why should unions be concerned about it? (Marks 4)