

- (b) It is observed that some Parent Country Nationals (PCNs) get higher remuneration as compared to Host Country Nationals (HCNs). The HCNs are disappointed as it is clear discrimination and hurts self-esteem. What are your suggestions to get rid of the situation? Justify. 7

OR

- (c) What are the important criteria MNCs should use while selecting expatriates? What factors may influence this criteria? 7
- (d) Pre-departure training is provided to employees who are given assignments in another countries. But these training include huge expenditures. Hence many companies rely on online sources and informal talks with those who have accomplished similar assignments abroad. Suggest a suitable framework for pre-departure training with cost-effectivity. 7

SECTION C

5. The Globalization of Indian Economy along with Liberalization and Privatization led to the establishment of a number of large and medium

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Fourth Semester Master of Business Administration
Examination

INTERNATIONAL HRM

Paper - MBA/4306/OB

P. Pages : 5

Time : Three Hours]

[Max. Marks : 70

- Note :** (1) Attempt all questions.
(2) Figures to the right indicate marks.

SECTION A

1. (a) "Ethical approach in an international business fetches long-term benefits. Such a mindset may over take other unethical rivals seeking short term gains." Elucidate. 14

OR

- (b) "Women are recently playing a vital role in international projects. Despite the fact, womens contribution is not equal to that of men". What can be done to faster women entry and continuation in international projects? Justify. 14

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P.T.O.

SECTION B

2. (a) What are various stages of internationalization of business ? 7
- (b) There are employees who leave the workplace at the exact time instant of closure. On other hand, there are some employees who stay for more hours and focus on work as an outcome of their own interest, proactiveness and enthusiasm. In cases employees are forced to stay beyond official timings. What are your suggestions to bring uniformity and balance amongst employees in order to create a constructive organizational culture ? 7

OR

- (c) What kind of generic business protocol is accepted in cross cultural organizations ? 7
- (d) Japanese companies don't prefer to fire employees on the basis of incompetence. Instead they choose to transfer the employee to a department or unit where he can learn get trained, improve and add value to company. But in changing turbulent scenario the young managers feel it is waste of time, money and efforts. What can you suggest in this regard to eliminate such a difficulty ? 7

3. (a) What do you mean by organizing multinational structures ? 7
- (b) After it's huge success in US. and Japan, Disney opened a park in France in the summer of 1992. But French people didn't welcome it whole-heartedly. For them Disney was below average because of unavailability of alcohol in park, less quantity of breakfast, wrong lunch timings, etc. It resulted into loss of 2 billion \$ by the end of 1994. Suggest suitable measures to Disney for revitalization. 7
- (c) How are cultural impact and organizational performance linked to each other ? 7
- (d) Americans are supposed to be comparatively more informal at workplaces. They believe that being informal brings playfulness, healthy relationships, humour, sharing and understanding. But informal behaviour is having its problems as well. Should employees be knowingly given freedom to be more informal at workplaces ? Justify. 7
4. (a) Discuss the Constitution of total compensation package. 7

industries as licensing was not necessary. This resulted in increase in production of a number of goods more than demand. Consequently a number of small scale industries which were hitherto considered for protection by the government became sick units. The earlier sick units became mortal. Many textile units in Ahmedabad, electronics units in Delhi, consumer goods industries in Mumbai, A.P. Lightings Ltd. in Anantpur, steel melting units in Hindupur, paper mills in coastal Andhra Pradesh, leather units in Chennai were closed.

However industrialists felt that it would be very difficult for Indian Industry to compete with multinational companies and the foreign business. As such, they strongly feel that globalization kills the domestic business and industry, particularly in developing countries, like ours. This may be the root reason why the developing countries opposed the globalization process carried out by W.T.O. (World Trade Organization) in its Seattle meeting.

- (a) Analyse the case. 7
- (b) Suggest proper remedies to make domestic and global industry grow together, hand in hand creating a win-win situation. 7



