|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Register Number:  Date:  Description: col LOGO outline  **ST. JOSEPH’S COLLEGE (AUTONOMOUS), BANGALORE-27** | | | | | | |  |
| **B.COM - VI SEMESTER** | | | | | | |  |
| **Special Supplementary Examination, JUNE 2019** | | | | | | |  |
| **BCDEH 6616- International Human Resource Management** | | | | | | |  |
|  | Supplementary candidates only. | | | | |  |  |
| **Time- 2 1/2 hrs** | |  | **Max Marks-70** | | |  |  |
|  |  |  |  |  |  |  |  |
| **This paper contains 2 printed pages and four parts** | | | | | | |  |

**SECTION A**

**Answer any FIVE of the following questions. Each question carries two marks. (2x5=10)**

1. State the difference between domestic HRM and IHRM.
2. Who is an expatriate?
3. Define MBO.
4. What is meant by equity theory?
5. What is meant by cultural shock?
6. State any two objectives of international compensation.
7. What is meant by repatriation.

**SECTION B**

**Answer any TWO of the following questions. Each question carries five marks. (5x3=15)**

1. Briefly explain the ethnocentric, regiocentric and polycentric approaches to IHRM.
2. Explain the major causes of expatriate failure in international HRM.
3. Explain the factors associated with individual performance and appraisal.
4. What is meant by compensation? Discuss the various issues related to compensation.
5. What are the various stages of cultural adaptation in IHRM. Explain.

**SECTION C**

**Answer the following compulsory question. The question carries ten marks. (10x3=30)**

1. Discuss in detail the career management of an expatriate.
2. Define recruitment. Explain the recruitment and selection procedure in IHRM.
3. Discuss the different methods of performance appraisal for host country nationals.
4. Explain the various theories of compensation.
5. “Indians fail to work effectively when put in teams”. Do you agree? Justify.

**SECTION D**

**Answer the following compulsory question. The question carries ten marks. (15x1=15)**

1. Expatriate managers, especially U.S. managers working in foreign countries, experience very high failure rates. Nearly one-third of U.S. managers sent abroad do not perform up to the expectations of their superiors because of job dissatisfaction or difficulties in adjusting to a foreign country. The others left their company within one year after repatriation (often joining a competitor). How can the failure rate of US expatriates be converted to success rate? Explain. (7M)

Gold Coast Institute of TAFE secured an Endeavour Mobility grant for tourism and hospitality. Students had to undertake a three week industry placement with Renaissance Hotel, Kuala Lumpur, Malaysia. In making the application the institute was aware that it would need to identify a partner to adequately prepare the students for their experience. Working with the Institute of Modern Languages at University of Queensland a pre-departure language and cultural program was designed. The sessions included both language and cultural orientation programs. Post event surveys from the students rated the pre departure program as highly effective. Explain the motive of gold coast international to provide pre departure training to its students. (8M)