

School of Business**Bachelor of Business Administration
Semester End Examination - Aug 2024****Duration : 180 Minutes
Max Marks : 100****Sem V - D1UA506T/BBHR3009
- International HRM**General Instructions*Answer to the specific question asked**Draw neat, labelled diagrams wherever necessary**Approved data hand books are allowed subject to verification by the Invigilator*

- 1) Why is diversity training required? K1(2)
- 2) Explain the importance of the international teams to the performance of the global organisations. K2(4)
- 3) Interpret Culture in the context of IHRM? K2(6)
- 4) Study of the trade unions working in global organisation show that there is marked variation in trade unions' responses, which may be local and national or cross-border in nature. In this scenerio identify the major challenges faced by Trade Unions in MNCs? K3(9)
- 5) Identify the process of developing the international team in a global organisation K3(9)
- 6) Assess the ethnocentri and polycentric selection techniques in foreign employment keeping in mind their usefulness in different situations. K5(10)
- 7) Many companies are relocating their employees and sending them on assignment to work in their overseas operations as expatriates. International assignments are often more complex than domestic assignments since they involve going to another country and work in a different culture. This is where training is helpful to best ensure the success of such assignments '. In the context of the given statement , Analyze three main issues that concern the training and development of the expatriates. K4(12)
- 8) Evaluate the impact of different internal environmental factors that affect international compensation management? K5(15)
- 9) Read the case given below and answer the question following it : Berry Global, a maker of plastic packaging in Evansville, believe that they have got to be competitive in all the geographies they serve. They have 295 sites around the world and manage their employees in those sites geographically. Every geography has a different labor environment. There are different criteria that employees are looking for wage payments. It's not just about wages but taking everything into consideration.They let local management handle things with their insight about wages and competition. They're hearing directly from employees about what K5(15)

they like and don't like, what they want more of and less of. It's a site-by-site discussion. For example, at some sites, it may be important for employees to be able to access the internet at lunch; at other sites, they may not value that as much. Some want a more advanced locker facility, with different shower facilities. That includes the southwestern United States, where the temperatures are warmer; but in New England, some might not want that. They believe that in any event, if they treat these things locally, they are going to be able to affect that local population and address the need of that geography. If they blanket something across entire plant population, they may provide something that's not desired or needed. They depend on their local management to respond to the different demands in terms of compensation and benefits at their sites. The better the front-line leadership is, and the more satisfied their team is, the higher retention rate and productivity and safety performance. So the leaders participate in profit-sharing plans for those respective sites, because they have a great influence on the success of a given facility. Q. Evaluate the compensation and benefit programme of Berry Global bringing out it's distinctiveness.

- 10) A flourishing state level silken dress manufacturing company from West Bengal in India has expanded and opened a new offices in Beijing , China. It has majority of workers from Bengal . It is planning to send the local managers to its Beijing unit . Develop a plan to help this company to prevent the expatriate failure.

K6(18)