

[Time: 03.00 Hrs]

[Marks:75]

Please check whether you have got the right question paper.

N.B:

1. Q.1 is compulsory and carries 20 Marks.
2. Q. 8 is compulsory and carries 15 Marks.
3. Attempt any four questions from Q.2, Q.3, Q.4, Q.5, Q6 and Q7.
Each of these questions carry 10 Marks.
4. Figures to the right indicate full marks.

Q.1 (A) Read the case study carefully and answer the following questions: (20)

Case Study:

Serene Global Corp is a leading multinational company (MNC) in the consumer electronics industry, headquartered in the United States. With operations in over 30 countries, the company relies on expatriate assignments to manage its international operations effectively.

Expatriation Strategy: Serene Global Corp has a robust expatriation program aimed at transferring key knowledge, establishing a stronger leadership presence in foreign markets, and ensuring alignment with global strategic goals. Expatriates are often sent for leadership roles in subsidiary operations, research and development, and business development initiatives in emerging markets.

Challenges Faced:

- **Cultural Adjustment:** Expatriates often face difficulties adapting to cultural differences, which can affect both personal well-being and work performance.
- **Family Relocation Issues:** Managing the relocation of family members posed challenges, including finding appropriate housing, schools, and addressing spousal career concerns.
- **Retention and Career Progression:** After completing their assignments, some expatriates found it difficult to reintegrate into the company culture or secure leadership roles upon their return.

Questions:

- a) Design a systematic expatriation process for Serene Global Corp.
- b) Provide solutions to the challenges faced in the above case study.

- Q.2 Attempt any Two of the following: (10)**
- What is international compensation and benefits?
 - Explain the methods of job evaluation with context to IHRM.
 - Explain the aspects of culture that employees need to keep in mind on an international assignment.
- Q.3 Attempt any Two of the following: (10)**
- Enlist a few international trends in labour force.
 - How will you manage a cross culture workforce? Elaborate with examples.
 - Describe the contents of a training module for expatriates.
- Q.4 Attempt any Two of the following: (10)**
- How should employees deal with culture shock?
 - What are some measures to maintain good employee relations?
 - What is the current International HRM hiring scenario?
- Q.5 Attempt any Two of the following: (10)**
- Explain Regiocentric and Geocentric approach with reference to International HRM.
 - Enlist some reasons why organizations send employees for an international assignment
 - What is cross cultural training?
- Q.6 Attempt any Two of the following: (10)**
- Why Is Organizational Culture so difficult to Change?
 - What is the contribution of trade unions in an organization?
 - Explain the objectives of employee reward management.
- Q.7 Write Short note on any Two of the following: (10)**
- Describe the characteristics of effective expatriate managers
 - What are the objectives of international compensation?
 - Who is Expatriate? Enlist the characteristics.
- Q.8 Attempt any Three of the following: (15)**
- Benchmarking global practices
 - ILO & ILS
 - Corporate Culture & Climate
 - Trade Unions