

permanency of job to employees means a lot of money. They turned towards the government for help, but now, the state had a new chief minister and hence, new policies.

Questions:

- (a) What is your opinion on HR side of this case?
- (b) Whose side is justified?
- (c) Suggest a possible solution to this issue from HR point of view.

MBHR 4005

M.B.A. DEGREE EXAMINATION, JUNE 2014.

Fourth Semester

Human Resource Management

GLOBAL HR PRACTICES

(2012-2013 Batch onwards)

Time : Three hours

Maximum : 100 marks

PART A – (5 × 6 = 30 marks)

Answer any FIVE questions.

1. What is the need for entering into international business?
2. What do you mean by a balanced scorecard? Where is it used?
3. What are the major challenges of HRM?
4. State the functions of HR.
5. What are the activities covered under 'managing international HR'?

6. Which are the international selection factors considered for choosing international managers?

7. Explain ADKAR model of change.

8. Why organizations embark on knowledge management programs?

PART B – (5 × 10 = 50 marks)

Answer any FIVE questions.

9. Describe the significance of HR scorecard in strategic international HRM.
10. Give an account on the forces that contribute towards the globalization of the economy.
11. Discuss about the ethical issues in HR.
12. Discuss the career opportunities in international business.
13. Distinguish between on the domestic HRM and Global HRM.
14. As a HR manager how would you develop the internal process management capability of your organization?
15. Explain the various models of organizational change.
16. Discuss about the technical and behavioral dimension of technology in HRM.

PART C – (1 × 20 = 20 marks)

Compulsory.

17. Case study.

Mobile handsets manufacturing company based in south Korea was planning for expansion to the neighboring countries. Successfully they struck deal with a state government in India, which was throwing red carpet for foreign investors. With assurance of cooperation and uninterrupted power supply, the company started operating its prestigious unit with workers hired in contract basis from the locality. This recruitment was strategy to make the localities happy, as most of them were grumbling their decisions in selling their agricultural lands to this company. They didn't imagine that lands would be converted into luxurious state-of-art buildings showcasing the power of money and rich. They started agitating that they have been cheated with lower prices for their lands. Hence, the company recruited youngsters from those houses of land sellers, gave them uniforms, pick up and drop cabs, lunch and other perks to keep them quiet. The strategy was proven to be a success story for three years. But, after three years, there erupted a problem from the contractual workers, who are by this time experienced and skilled in their work, demanding for their regularization of job. This is night mare for the company because, being MNC the