

Date:

Registration number:

**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU-27**

**BBA/BBA SF – V SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2021**

(Examination conducted in January-March 2022)

**BBA DEH 5519 – Global HRM**

**Time- 2 ½ hrs Max Marks-70**

**This question paper contains 2 printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following (**5x2 = 10 marks)**

1. What is “International Business”?
2. Expand ILO & write the three parties that ILO brings together to fulfil its mandate.
3. Who is an expatriate?
4. What is cafeteria approach of international compensation?
5. State the meaning of *paradoxical tensions* in HRM?
6. What is doctrine of *neo-corporatism?*

**Section B**

**II.** Answer ***any three*** of the following (**3x5 = 15 marks)**

7. Differentiate between Domestic and Global HRM.

8. Discuss the factors involved in expatriate selection.

9. Elucidate the equity theory of the compensation management.

9. In the era of globalised world, structuring organisation to meet global aspirations is significant. Analyse.

**Section C**

**III.** Answer ***any two*** of the following (**2x15= 30 marks)**

11. Write in detail about national culture (country culture) & its impact on GHRM. Comment on major cultural characteristics and HRM practises in Japan.

12. Explain in detail four different recruitment approaches in global HRM. Narrate pros and cons of each of them.

13. Comment in detail about the following on paradoxical tensions in HRM.

a) Tension of learning

b) Tension of performing

c) Tension of belongingness

**Section D**

**IV. Answer the following (1x15=15marks)**

14. Third Country National was sent on important expatriate assignment to China for 3 years. His performance was good at Initial days. After 6 months, his performance started deteriorating. His manager constantly coached him and supported to perform. He could not well mingle with his team and always stayed away from team outings and events; he was asking for leaves frequently. Manager tried to find if any issue with the team but he could not figure out what exactly is going wrong. Manager raised the issue with Global HR manager. If you are Global HR manager,

1. Would you consider this scenario as expatriate failure? Justify your answer. **(5 Marks)**
2. How would you analyse the scenario and what facts will you try to find out from employee by interviewing? **(5 Marks)**
3. What feedback will you pass to selection team of this particular expatriate? **(5 Marks)**

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