

JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA

PGDM (G/SM/M)

SIX TRIMESTER (Batch 2019-21)

END-TERM EXAMINATIONS, MAY 2021 (MAIN)

Course Name	International Human Resource Management (IHRM)	Course Code	HR 602
Max. Time	2 hours	Max. Marks	40 MM

INSTRUCTIONS:

- Please write to the point. Extra words will not get extra marks.
- Plagiarism will be allowed only up to 20%. Plagiarism found beyond this will be subject to deduction of marks such as (4 marks for 21-40 %, 7 marks for 41-60 %)
- Plagiarism beyond 60% will not be evaluated at all.

Q 1. PVR Global It solution had its operations in India. The company was trying to practice their parent country management style which did not work at all. The performance declined and the CEO had to resign. The management realized that local cultural integration is essential to make performance hence the culture of the land with bearable diversity is the intervention. New CEO started focusing more on local culture with encouraging diversity simultaneously.

Explain how being locally responsive in terms of culture can solve the problem in above context.

(10)

Q 2. International HRM is more about diversity, exclusivity, expatriate and finally ethical international employee relations. There have been several examples where employees have been cheated as an expatriate and this has hurt the effort of IHRM towards developing an ethical international practice. Analyze this in context of IHRM.

(10)

Q 3. Managers as leaders for global firms need be groomed differently, while handling diversified workforce and also with global presence, role of managers becomes important. The training should be more towards developing leaders in the way that they can deliver best in a foreign country ambience. Diversity and flexibility must be allowed as few important managerial values for global firms. Assess what are the key areas global firms should consider while developing managers or leaders.

(10)

Q 4. NRP Global had 500 expatriates in its London operations, being a global company, the workforce is diversified and there was need for it. Expatriates performance was on decline for last

four years and this started impacting business of the firm. NRP is an IT consulting hence it started losing its clients as well. The major concern for management was to develop a system which can keep expatriates motivated. For this they wanted to cultivate a vibrant appraisal system which can encourage and motivate them. The firm had a vague, unguided appraisal system which cannot motivate these foreign national people. NRP had an apparent philosophy that expatriates are our competitive advantage hence we need to work on an effective performance appraisal system for them.

Evaluate this situation with some light that what should be the best way to improve performance appraisal of expatriates in NRP Global Firm.

(10)