

**JAIPURIA INSTITUTE OF MANAGEMENT, NOIDA**

**PGDM (G/SM/M)**

**SIX TRIMESTER (Batch 2019-21)**

**END-TERM EXAMINATIONS, MAY 2021 (REAPPEAR)**

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

**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.

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**Q 1.** Local culture plays a pivotal role in managing human resources for global firms. While operating globally, every country has its own culture hence the particular operations must take that into considerations. Explain how global firms can align local context for minimizing resistance and enhancing acceptance among employees.

(10)

**Q 2.** Performance management has been a challenging exercise for global firms. Presence in different country with different culture and practices discourages a global performance management because motivation for people of one culture may not be motivation for people of other country. The solution lies linking performance management with parent country culture. Analyze this in context of IHRM.

(10)

**Q 3.** Expatriates compensation is high globally because of high components like, salary, house at good location, entertainment allowances, child education, conveyance etc. Global compensation in terms of expatriates vary from country to country. Expatriates work in metro cities mostly like Mumbai in India hence the cost of living and others things becomes high naturally. Assess this statement in terms of how better compensation can help expatriates to perform better.

(10)

**Q 4.** Teden Airlines with its global operations deputed 30 pilots to foreign operations and they were in fact expatriates there for three years contract. After two and half y years HR department initiated repatriation process. It was a great shock to the airlines that half of the pilots who returned back left the Teden Airlines within one year and joined other airlines at better package. Teden top management called for a meeting and it was found that the airlines have no formal vibrant

repatriation strategy. The biggest challenge now was to develop an effective repatriation strategy. Evaluate this statement with a focus on how better repatriation strategy can help in retaining key employees after repatriation.

(10)