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4H3

Fourth Semester M.B.A. Degree Examination, May/June 2017
BUSINESS ADMINISTRATION
Global Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A
(Compulsory)

Sri Dharmasthala Manjunatheshwara
College of Business Management, Mangalore
Post Graduate Centre for Management
Studies and Research Library

1. Briefly explain the models of global HRM.

(1×15=15)

SECTION – B

Answer **any five** questions from the following. **Each** question carries
8 marks :

(5×8=40)

2. Explain the challenges faced by HR manager in managing domestic and global HR.
3. Discuss the international factors considered for choosing global managers.
4. Explain the performance appraisal methods for expatriates.
5. As a HR manager how would you develop the internal process management capability of your organization ?
6. Explain the HR challenges faced by MNCs in Global HRM.
7. Suggest HR practices for compensation package and incentives.
8. Explain the HR career options in global HRM.
9. Explain the role of women in global business.

P.T.O.



SECTION – C
(Compulsory)

10. Case study.

(1×15=15)

In October 2014, US-based technology company Yahoo! Inc. (Yahoo) announced that it planned to layoff around 400 engineers from its India office. These engineers were part of its Software Development Center (SDC) at Bangalore in South India, the second largest engineering development center of Yahoo. Us-based Yahoo Inc. (Yahoo) used lay-off and downsizing as a restructuring strategy to control its bloated cost structure and trim its workforce.

- 1) Will downsizing help yahoo control its bloated cost structure ?
- 2) If you were a HR manager what strategies you would have taken to manage the problem instead of downsizing ?