

Reg. No.

--	--	--	--	--	--	--	--	--	--



**MBAS 559**

**IV Semester M.B.A. Degree Examination, May/June 2019**

**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*

Answer to the question should not exceed **6** pages.

**(1 × 15 = 15)**

1. Give explanatory note on global compensation practices adopted by the MNCs.

SECTION – B

Answer **any five** questions. Each question carries **8** marks. Answer to each question should not exceed **5** pages.

**(5 × 8 = 40)**

2. Discuss the impact of national culture on HRM and employee management issues.
3. Write a note on HRM in Cross-Border Mergers and Acquisitions.
4. Discuss the selection process in GHRM.
5. Explain the various policies and practices of International staffing.
6. Discuss the steps in designing of repatriation programme.
7. Write a note on ethical practices in GHRM.
8. Explain the significance of participative management in the light of Global Industrial unrest.
9. Discuss the HRM Practices in developed countries like USA and compare with the practices in India.

**SECTION - C****(Compulsory)**

Answer to the question should not exceed **6** pages. **(1 × 15 = 15)**

10. Watson Public Ltd., is well known for its welfare activities and employee oriented schemes in manufacturing industry from more than ten decades. The company employs more than 800 workers and 150 administrative staff and 80 management level employees. The top level management views all the employees at same level. This can be clearly understood by seeing the uniform of the company which is same for all starting from MD to floor level workers. The company has two different cafeterias at different places one near the plant for workers and other near the administration building. Though the place is different the amenities, infrastructure and the food provided are of same quality. In short, the company stands by the rule 'Employee Equality'.

The company has one registered trade union and the relationship between the union and the management is very cordial. The company has not lost a single man day due to strike. The company is not a pay master in the industry. The compensation policy of that company when compare to other similar companies, is very less till the employees don't have many grievances due to the other benefits provided by the company. But the company is facing countable number of problems in supplying the materials in recent past days. Problems like quality issues, mismatch in packing materials (placing material A in box of material B), in correct labelling of material, not dispatching the materials on time etc.,

The management views the case as there are loop holes in the system of various departments and handover the responsibility to HR department to solve the issue. Then the HR manger goes through the issues he realized that the issues are not relating to system but it relates to the employees. When investigated he came to know that the reason beyond the causal approach by employees in work is ;

- The company hired new employees for higher level post without considering the potential internal candidates.
- The newly hired employees are placed with higher packages then that of existing employees in the same cadre.



**MBAS 559**

Questions :

- (a) Narrate the case with suitable title for the case. Justify your title.
- (b) The points raised by the HR manager as reason for the latest issue in the organization is justifiable or not. Support your answer with human resources related concepts.
- (c) Help the organization to come out from this critical issue, if you are in the role of HR manager.

---

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