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MBAS 559

Fourth Semester M.B.A. Degree Examination, October 2021

(Regular and Repeater)

BUSINESS ADMINISTRATION

Global Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

(Compulsory)

Note: Answer to the question should **not** exceed **six** pages : **(1×15=15)**

1. Explain briefly the various approaches to the study of Global HRM.

SECTION – B

Note: Answer **any five** questions. **Each** question carries **8** marks. Answer to the question should **not** exceed **five** pages : **(5×8=40)**

2. Explain the nature and scope of GHRM.
3. Write explanatory note on HRM practices in Japan and India.
4. Discuss the prospects and challenges of GHRM.
5. What is performance management ? Explain the various methods of employee performance measurement.
6. Explain the repatriation process and benefits from repatriates.
7. Discuss the training strategies and emerging trends in training in global business.
8. Explain organizational structure and design in global organizations.
9. Define quality circle. Explain the features and objectives of quality circles.

P.T.O.



SECTION – C
(Compulsory)

Note : Answer to the question should **not** exceed **six** 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 hand over the responsibility to HR department to solve the issue. Then the HR manager goes through the issues he realised that the issues are not relating to system but it relates to the employees. When investigated he come to know that the reason beyond the casual 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 than that of existing employees in the same cadre.

Questions :

- i) Narrate the case with suitable title for the case. Justify your title.
- ii) 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.
- iii) Help the organization to come out from this critical issue, if you are in the role of HR manager.