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MBAS 559

**IV Semester M.B.A. Degree Examination, July/August 2023
(Regular and Repeater)
Business Administration
GLOBAL HUMAN RESOURCES 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**

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

1. In what ways the study of cross cultural management important in global business ? Explain with the relevant cultural theories.

SECTION – B

Note : Answer **any five** of the following. Answer to **each** question should **not** exceed **five** pages. **(5×8=40)**

2. Explain the organization structure and design in global organization.
3. Elaborate the challenges faced by the HR Managers in Expatriates performance management.
4. Discuss the different selection Techniques in foreign employment.
5. Briefly explain the emerging trends in Global training.
6. What are the challenges faced by the repatriates ? Explain the effective way of managing the repatriation process.
7. Explain the importance and trends in compensation management in the context of globalization.
8. Elucidate the ethical issues in global business.

P.T.O.



SECTION – C
(Compulsory)

Note : Answer to the question should **not** exceed **six** pages.

(1×15=15)

9. Unique Funds Ltd. is a reputed finance company having 10 branches in different parts of the country. Their staffs include 290 operative employees and 70 executives. The company has a performance rating plan under which the staff members are rated at the end of each financial year by a committee of two executives by means of graphic scale. The qualities considered are : responsibilities, initiative, dependability, leadership potential, cooperative attitude and community service. After the performance is evaluated, the ratings are discussed with the concerned employees by their immediate boss and are used to counsel them and arrange further training for them. The ratings are also used for granting or withholding of increments and promoting of meritorious staff.

Recently, two employees working at the Head Office have been denied annual increments due to comparatively low ratings. They have made a representation the Chief Executive of the company expressing their dissatisfaction with the appraisal system and insisting that community service is not a part of their job and it should not influence their ratings. The employees seem to organise a union and demand that annual increments should be granted automatically. The Chief Executives feels that performance appraisal is a dangerous source of friction and it should be discontinued altogether.

Questions :

- If you were the Human Resource Manager, how would you defuse the problem ?
- How far do you agree with the Chief Executive's view that performance appraisal should be discontinued ?
- On what lines would you recommend modifications in the performance appraisal system of the company ?