

Fourth Semester MBA Degree Examination, September 2024
BUSINESS ADMINISTRATION
Global Human Resource Management

Time: 3 Hours

Max Marks :70

SECTION – A
(Compulsory)

Answer to the question should not exceed six pages.

(1x15=15)

1. Explain the challenges faced by the HR manager in international HRM. Also brief out the competency required by them.

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Post Graduate Centre for Management
Studies and Research Library

SECTION -B

Answer any five of the following. Answer to each question should not exceed five pages.

(5 x 8=40)

2. Elaborate the impact of globalisation on Human resource management.
3. What are the HR activities required for the successful cross border mergers and acquisition.
4. Critically examine the significance of different training programme in International Business.
5. Interpret the term 'global human resource planning'. Explain the different consideration needed for global HRP.
6. Explain the factors which impact on Global Compensation Management.
7. Elaborate the role of HR Department in MNCs.
8. Examine the theoretical background for International Human Resource Management.

SECTION – C
(Compulsory)

Answer to the question should not exceed six pages.

(15x1=15)

9. Going Abroad According to its business plan, and in practice, LearnInMotion.com "acquires content globally but delivers it locally." In other words, the courses and other material that it lists on its site come from content providers all over the world. However, the "hard copy" (book and CD-ROM) courses are delivered, with the help of independent contracting delivery firms, locally, in three Canadian cities. Now the company is considering an expansion. While the most logical strategic expansion would probably entail adding cities in Canada, one of its major content providers—a big training company in England—believes there is a significant market for Learn In

Motion services in England, and particularly in London, Oxford, and Manchester (all of which are bustling business and coown a branch of LearnInMotion.com, in London. They want it housed in the training firm's new offices in Mayfair, near Shepherd's Market. This is an easily accessible (if somewhat expensive) area, within easy walking distance of Hyde Park and Hyde Park corner, and not far from the London Underground Piccadilly line, which runs directly through the city to Heathrow airport. Everyone concerned wants to make sure the new operation can "hit the ground running." This means either Jennifer or Pierre will have to move to London almost at once, and take one salesperson and one of the content management people along. Once there, this small team could hire additional employees locally, and then, once the new operation is running successfully, return to Kanata, probably within three or four months.

Jennifer and Pierre have decided to go ahead and open the London office, but this is not a decision they've taken lightly, since there are many drawbacks to doing so. The original, Kanata-based site is not generating anywhere near the sales revenue it was supposed to at this point, and being short three key employees is not going to help. Neither the board of directors nor the representatives of the venture capital fund were enthusiastic about the idea of expanding abroad, either. However, they went along with it; and the deciding factor was probably the cash infusion that the London-based training firm was willing to make. It basically provided enough cash to run not just the London operation but the Kanata one for an additional six months. Having made the decision to set up operations abroad, Jennifer and Pierre now need to turn to the multitude of matters involved in the expansion— obtaining the necessary licences to open the business in England, and arranging for phone lines, for instance (all carried out with the assistance of the London based training firm). However, it's also obvious to Jennifer and Pierre that there are considerable human resource management implications involved in moving Learn in Motion employees abroad, and in staffing the operation once they're there. Now, they want you, their management consultants, to help them actually do it. Here's what they want you to do for them.

Questions:

- a) What do you see as the main HR-related implications and challenges as a result of opening the operation in London?
- b) How should they go about choosing the person who will be the permanent manager for the new operation? Should they hire someone locally, or use one of the people from the existing operation? Why?
- c) Based upon any sources available, including the Internet, explain what they need to know about the comparative cost of living of London and Kanata, including housing and transportation, as well as comparative salaries.
- d) Create a checklist of necessary HR-related activities in regard to sending three people abroad.
