

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT  
TEST -2 EXAMINATIONS April 2019

B.Tech VIII Semester (All branches)

Course Code:14B1WHS832

Course Name: International Human Resource Management

Course Credits: 03

MAX. MARKS: 25

MAX. TIME: 1.5 hrs

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*Note: All questions are compulsory. Carrying of mobile phone during examinations will be treated as case of unfair means. All questions carry equal marks.*

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Q1. What are the factors moderating expatriate performance and how should these factors be built into the selection process? (CO3)

Q2. How does an international assignment assist in developing a cadre of international operators? Why is it necessary to have such a cadre? (CO4)

Q3. Compare and contrast the 'Full International' and 'Localisation' compensation policies. (CO3)

Q4. What is the importance of repatriation for an MNC? How can repatriation be made smooth and effective? (CO4)

Q5. You have been assigned to Mexico for a two year international assignment. Your task is to support the development of a new subsidiary. During the first weeks of your stay in Mexico you experience again and again that your Mexican employees as well as your suppliers and customers are never on time.

Now you are sitting in a restaurant and you are waiting for the Sales Director of one of your Mexican suppliers. Your meeting was at 12.30 but it is already 13.00 and the person you are waiting for did not show up. As you have another appointment at 13.30 you ask for the bill, still hungry! Exactly at this moment the Sales Director shows up- half an hour late.

a) How do you react and what reaction do you expect from your Mexican partner?

b) Which reactions would be interculturally competent and which would not be?

(CO5)