**ST. JOSEPH’S COLLEGE (AUTONOMOUS), BENGALURU -27**

Registration Number:

Date & Session:12-12-2022 (9am)

**BBA – V SEMESTER**

**SEMESTER EXAMINATION: OCTOBER 2022**

**(Examination conducted in December 2022)**

**BBADEH5519 – GLOBAL HRM**

Time- 2 ½ hrs Max Marks-70

**This paper contains two printed pages and four parts**

**Section A**

**I.** Answer ***any five*** of the following **(5x2 = 10 Marks)**

1. What is meant by Global HRM?
2. Write a short note on Extraterritorial Laws?
3. Give the meaning of Expatriation.
4. What is International Compensation?
5. State any two advantages of Sustainable HRM?
6. List any two categories of Paradoxical Tensions in HRM.

**Section B**

**II.** Answer ***any three*** of the following **(3x5 = 15 Marks)**

1. Explain five stages of Internationalisation of Business.
2. Discuss some of the issues faced in International HRM.
3. Explain some of the reasons for the failure of Expatriation.
4. Briefly explain the objectives of Sustainable HRM.

**Section C**

**III.** Answer ***any two*** of the following **(2x15 = 30 Marks)**

1. Explain the factors influencing International Compensation.
2. Differentiate between International HRM and Domestic HRM. Also, explain the “EPRG” approaches to International HRM.
3. Explain the factors influencing the formulation and implementation of HR policies. Also, explain the Institutional Context of International HRM.

**Section D**

**IV. Answer the following (1x15 = 15 Marks)**

1. Alpha Ltd. is a Multinational Company (MNC) based in Bangalore with subsidiaries in 50 cities all over the world. Alpha Ltd. deals with providing Financial Advisory Services. After the COVID-19 pandemic lockdowns were lifted, the company’s subsidiary in Paris decided to call back all of their employees who were working online to work from the office. Even though the employees requested the Paris Subsidiary to switch to a hybrid workplace, they were not willing to do so. Enraged by this, 25 financial analysts of the Paris Subsidiary quit the company. Because of this issue, the Paris Subsidiary lost the public faith and therefore the Paris Subsidiary was not able to recruit local people to the subsidiary, and so they looked to the Bangalore Headquarters to help them meet their staffing requirements of 25 financial analysts for a period of 3 years while they resolve this issue. Luckily, the Bangalore Headquarters had just recently conducted a mass recruitment drive, and they had 80 financial analyst applicants who were ready to work. Out of those 80 applicants, 52 applicants were interested to work in this 3-year Paris Subsidiary Assignment, but the Bangalore Headquarters’ HR Team should shortlist only 25 of those applicants for this Paris Assignment. You are the HR Manager who is responsible for expatriation and repatriation for this 3-year Paris Subsidiary Assignment.
2. Explain to the applicants the various components of International Compensation. (5 marks)
3. Also, using the facts given in the case, explain the process of Expatriation that the selected 25 applicants will undergo during the next three years in this Paris Subsidiary Assignment. (10 marks)

\*\*\*\* End of Question Paper \*\*\*\*