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S. No. of Question Paper : **6206**

Unique Paper Code : **2923062022**

Name of the Paper : **Transnational Human Resource Management**

Name of the Course : **Bachelor of Management Studies**

Semester : **IV/VI**

Duration : **3 Hours**

Maximum Marks : **90**

(Write your Roll No. on the top immediately on receipt of this question paper.)

Attempt *All* questions.

1. (a) InfoSoft, an Indian tech company, is working on a joint project with a team from a U.S.-based company. Both teams are talented, but they're facing communication and work-style problems.

The Indian team prefers to follow clear instructions from senior managers and avoids disagreeing openly in meetings. The American team, however, is more direct and informal. They expect everyone to speak up and make decisions independently, regardless of seniority.

The HR manager thinks that understanding cultural differences using **Hofstede's model** could help improve teamwork. Briefly describe the dimensions of Hofstede framework to resolve the issues faced by teams.

- (b) Outline the key phases of an international M&A and analyze the human resource challenges and responsibilities associated. 8
2. (a) You are Donald, the HR head at an MNC based in USA. You are in the process of opening a new subsidiary in India. You want to ensure that your international assignee who will manage the Indian operations will be able to perform effectively in the new role. What aspects of cross cultural training will you consider to ensure his adaptation in the new culture and his effective performance ? 8
- (b) What are the advantages and disadvantages of PCN, HCN and TCN for any organization working in global environment ? 8
3. (a) Explain the concepts of tax protection and tax equalization in the context of international compensation. How do these approaches help ensure fairness in expatriate compensation packages ? Illustrate your answer with suitable examples. 8

- (b) Issues concerning allowances can be very challenging to a firm establishing an overall compensation policy, partly because of the various forms of allowances that exist. Describe *four* types of allowances internationally that should be considered primarily. 8
4. (a) Describe the key factors to consider when evaluating the performance of employees working in international assignments. 8
- (b) Compare and contrast the Going Rate Approach and the Balance Sheet Approach in the context of international compensation management. 8
5. (a) What is meant by expatriate failure ? Discuss the common reasons behind expatriate failure and outline the key factors that contribute to the success of international assignments. Support your answer with examples. 8

- (b) What are international labor relations ? Discuss the key challenges multinational companies face in managing labor relations across different countries. 8

6. Write short notes on any *two* of the following : 5×2=10

- (a) Strategic decision-making for IHRM issues
- (b) Challenges faced during the repatriation process
- (c) Ethical and legal issues in use of low-cost labour.