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Question Paper Code: CMB409



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

MBA III Semester End Examinations (Regular) - November, 2018

Regulation: IARE-R16

## STRATEGIC HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

(MBA)

Max Marks: 70

Answer ONE Question from each Unit

All Questions Carry Equal Marks

All parts of the question must be answered in one place only

### UNIT – I

- (a) Assume that you are presently managing HR in an Indian base. If you are transferred to manage an international subsidiary, what changes you come across ? [7M]

(b) Describe the European five P model of IHRM. [7M]
- (a) Describe the method of coping uncertainty avoidance in International HR perspective. [7M]

(b) Describe with one example the convergence practice in MNE perspective. [7M]

### UNIT – II

- (a) “Social Environment influences Human resource policy design”, substantiate. [7M]

(b) Define Human Resource Information System. Demonstrate its limitations. [7M]
- (a) Describe the components of HRIS in global business. [7M]

(b) “Employee drawn from the parent company for its subsidiary requires pre departure training”, substantiate. [7M]

### UNIT – III

- (a) Describe the characteristics of global companies with one example. [7M]

(b) Describe the different HRM approaches practiced in global companies. [7M]
- (a) Describe the essential qualities of a successful global corporate leader. [7M]

(b) Discuss the concepts of career development and succession planning. [7M]

#### UNIT – IV

7. (a) “European Community Institutions has a great influence on the HRM practices of European firms”, substantiate. [7M]  
(b) Describe how the EC Institution culture is influencing in designing the framework of HR Practices in European firms? [7M]
8. (a) Describe the important characteristics of Japanese culture. [7M]  
(b) Describe how the Japanese culture is influencing in designing the framework of HR practices in Japanese firms? [7M]

#### UNIT – V

9. (a) Describe the important characteristics of American culture. [7M]  
(b) Describe how the American culture is influencing in designing the framework of HR practices in American firms? [7M]
10. (a) Discuss the different compensation approaches followed in International scenario. [7M]  
(b) “American Community Institutions has a great influence on the HRM practices of American firms”, substantiate. [7M]