

K. J. SOMAIYA INSTITUTE OF MANAGEMENT STUDIES AND RESEARCH

Program: MHRDM 2017-20, Semester V

Subject: International HRM

Date : 23/11/2019

Maximum Marks: 25

Duration: 2 hours

Instructions:

1. Please answer all questions.
2. Except Q1, all questions have internal choices, so write your answers accordingly.

Q.1 Read the following case-let and answer the following questions.

Shruti Sarin, an Indian citizen, is an enthusiastic and ambitious employee working at Ferns Pvt Ltd, an IT firm, for the past three years. Ferns is located in Munich, Germany. As a part of their initiative to groom and encourage talented employees, selected few are sent on an international assignment to various other subsidiaries of Ferns after completion of three years at the firm. These subsidiaries are located in countries like India, France, Belgium, Singapore, Japan and Malaysia. Shruti has been selected to go to Japan for a fourteen months international assignment. She is thrilled with this opportunity and looking forward to her term there, for which she is slated to go after three months.

- a) Once Shruti reaches Japan for work, is she a HCN, PCN or a TCN? Why? (1)
- b) Explain any two issues Shruti may face as an expatriate sent to Japan. (2)
- c) What should the HR include in their training program for Shruti before she leaves for Japan? Explain any two in detail. (2)

Q2. What is cultural intelligence? Refer to the article, “*Cultural Intelligence*” to elaborate how the cognitive dimension of cultural intelligence quotient is different from emotional dimension? Explain using examples.

OR

According to the article, “*Making it overseas*”, how can we differentiate between intellectual capital and psychological capital? How can an individual build these two types of capitals? Explain along with examples. (5)

Q3. Write short notes on any THREE of the following: (15)

- a) Geocentric approach
- b) Hofstede’s model
- c) Phases of cultural adjustment
- d) Parent country nationals
- e) Challenges during repatriation
- f) Components of international compensation program