

**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**MBA SEMESTER- III - EXAMINATION-SUMMER-2024**

**Subject Code: 4539283**

**Date: 26/04/2024**

**Subject Name: Managing Talent Globally**

**Time: 02:30 PM TO 05:30 PM**

**Total Marks: 70**

**Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.
4. Use of simple calculators and non-programmable scientific calculators are permitted.

- Q.1      Answer the following in brief      14**
1. Repatriation
  2. Cultural shock
  3. TCN
  4. Heterarchy
  5. Polycentric approach
  6. Tax equalization
  7. Dual Career Couples
- Q.2    (a)    Why is a greater degree of involvement in employees' personal lives inevitable in many IHRM activities?    07**
- (b)    Explain the important criteria MNCs should use while selecting expatriates.    07**
- OR**
- (b)    Discuss the predictors of repatriation adjustment problems. What is the U curve of expatriate adjustment process? Explain.    07**
- Q.3    (a)    Define compensation. Briefly explain the various allowances paid by an organization to the expatriate.    07**
- (b)    Write a brief note on retaining, developing and retrenching local staff    07**
- OR**
- Q.3    (a)    What are the effective ways to manage repatriation process?    07**
- (b)    What are the types of cross-cultural training? Is it necessary that such a training to be given to family members? Why?    07**
- Q.4    (a)    What is 'social dumping' and why should unions be concerned about it?    07**
- (b)    "Performance Management is the most important responsibility of HR executives". Comment    07**

**OR**

- Q.4 (a)** What criteria are used for performance appraisal of international employees? **07**
- (b)** In what ways can trade unions constrain the strategic choices of multinationals? **07**

**Q.5** An Indian family, was posted Melbourne, Australia. The expatriate's role was to assist the Australian subsidiary improve its quality control and supplier relationships. Chauhan was placed in charge of the purchasing department. After 12 months, he had successfully established good links with the company's key component suppliers and was in the process of arranging joint company quality training programmes with these suppliers to ensure the newly instigated just-in-time inventory procedure was on a sound footing. Chauhan was enjoying his new role. Meanwhile, his 10-year-old daughter was finding it difficult to make friends in expensive private school the company had arranged for her to attend. His wife was also finding life in Australia somewhat hard to cope with. "On the surface, it seems so much like home, but Australians are not at all the same as us, and some people make disparaging remarks about us. They use terms such as 'Yanks'. I miss not being able to find familiar things, such as Indian food, in the supermarket." Both wife and daughter were very happy when circumstances provide an acceptable reason for an early end to Chauhan's assignment, his elderly mother suffered a bad fall, and there were no other family members to take care of her. The family was repatriated after 14 months into a 3-years assignment. The expatriate was replaced by another PCN

- (a)** When Chauhan was enjoying his assignment, why was his family unhappy to stay in Australia? **07**
- (b)** Analyze the cost to organization when there is early end of an international assignment **07**

**OR**

- (a)** Do you consider this case as a case of Expatriate failure? Justify **07**
- (b)** How organization can deal with such situations? **07**

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