

Reg. No. _____ Name: _____

APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY
FIFTH TRIMESTER MBA DEGREE EXAMINATION JANUARY 2019

HR-T5-12 GLOBAL HUMAN RESOURCE MANAGEMENT

Max. Marks: 60

Duration: 3 Hours

Part A

Answer all questions. Each question carries 2 marks

1. State the objectives of International Labour Organization.
2. Meaning of HR Audit.
3. Name any four dispute resolution methods in multinational organizations.
4. Give the challenges of managing a diverse workforce
5. Briefly state about Workplace Harassment.

(5x2 marks = 10 marks)

Part B

Answer any 3 questions. Each question carries 10 marks

6. Elaborate the approaches of employee staffing in multinational organizations along with its advantages and disadvantages.
7. Critically evaluate the HR practices and standards in BRIC nations.
8. Explain the significance and provisions of Fair labour standards act, 1938 and Family & Medical Leave Act, 1993
9. Employee retention is vital to the success of a multinational organization. Critically evaluate.
10. Discuss any five major risks involved in managing human resources in Multi National Enterprises

(3x10 marks = 30 marks)

Part C

Compulsory question, the question carries 20 marks

11. Massive layoffs are fast becoming a reality across sectors - from IT and tech to manufacturing, retail, financial services and more. India's leading information technology (IT) company is facing allegations of large-scale and illegal retrenchment of its employees in Hyderabad. Earlier, too, the company came under fire when the audio clip of a termination call went viral. In that audio clip, the company's human resource (HR) executive was heard asking an employee to resign by 10 a.m. the next day or face termination. The employee kept pleading for a reasonable notice period or a discussion but was told there could be no room for 'flexibility'.

Of late, Indian IT majors are handing out pink slips in large numbers to cope with growing internal and external pressures. Downsizing might be inevitable

against the backdrop of protectionism and a global macro outlook. Experts, however, think, if this is handled honestly and responsibly, it would help people get over the negative part and start rebuilding their professional future.

- (a) Can you identify and elaborate on the various reasons of downsizing? (4)
- (b) What are the factors to be considered to do a fair layoff? (4)
- (c) Explain the effects of downsizing on the survivors and the organization.(7)
- (d) Can you suggest and explain the various alternatives to downsizing. (5)
