

Duration : 2.5 Hours

Marks: 75

N.B 1) All questions are compulsory.

2) Figures to the right indicate the maximum marks .

Q.1 (A) Choose the correct answer and rewrite the statement. (Attempt any eight) (8)

1. The scope of international human resource management (IHRM) includes:

(a. staff recruitment, b. staff development, c. compensation, d. all of the above)

2. To be effective in the international environment HRM policies must:

(a. reflect an international view, b. accommodate differences in management styles, c. focus on domestic issues, d. effectively transplant HRM policies and practices from the home country to all other offices.)

3. A major difference between domestic and international HRM is the result of:

(a. increased complexities such as currency fluctuations, b. foreign HR policies and practices, and divergent labour laws, the number of employees covered by the hr policies, c. the ease with which employees adjust to new cultures, d. the emergence of effective cross-border management styles.)

4. Global assignments in which employees are sent to understand global operations and are required to have intercultural understanding are called:

(a. strategic assignment, b. development assignments, c. non development assignments, d. managerial assignments.)

5. The following are valid reasons for using an ethnocentric international staffing strategy, except:

(a.maintaining a unified corporate culture. b.maintaining a diverse corporate culture. c.lack of qualified managers in the host country. d.maintaining tight control.)

6. Which of the following factors is least likely to be directly related to the success of an expatriate assignment?

(a.The personality of the expatriate. b.The intentions of the expatriate. c.The inability of the spouse to adjust.d.The type of products produced by the organization.)

7. Expatriate failure is best defined as:

(a failure to recoup the costs of investment in an expatriate.b. early return of the expatriate. C.repatriation. d. re-assimilating the expatriate.)

8. Offshoring is

(a. Substituting foreign for domestic labor. b.Subcontracting a part of production to another firm. c.Exporting d.Importing)

9. Martians Co. of the UK has expanded to 7 countries in South America. All its managers are UK citizens. The company relies on:

(a. a host-country national. b. an expatriate. c. a foreign assignment. d. all of the above.)

10. MNEs from _____ are more likely to rely on home-country managers for senior positions. *(a. EU. b. US. c.Japan. d.India)*

Q.1 A) State whether the following statements are True or False :-(Any seven) (7)

1. Expatriates are known as road warriors, globetrotters or flex patriates.

2. PCNs are managers who are citizens of countries other than in which MNC is headquartered.

3. Ethnocentric policy is best when it comes to Global HRM.

4. There is more risk involved in domestic HRM as compared to international HRM.

5. To keep expatriates whole is the basic characteristic of Going Rate Approach.

6. Reverse cultural shock means returning to one's home culture after growing accustomed to a new one.
7. Local plus approach is used for short term assignments and temporary transfers.
8. Organizations need to be restructured in order to be more competitive.
9. Expatriates should have an introverted personality.
10. Third country nationals are also known as headquarter nationals.

Q.2) A. Explain the features and significance of International Human Resource Management. (8)

B. What are the essential qualities of global managers?
State some qualities with examples of global managers. (7)

OR

Q.2) C. Differentiate between IHRM and Domestic HRM (8)

D. Cross-cultural sensitivity is a must to handle a global corporation.
State some issues in handling cross cultural developments. (7)

Q.3) A. Explain the criterias for expatriate selection (8)

Q.3) B.A. Define International Performance Management.
Explain variables affecting Expatriate performance management. (7)

OR

Q.3) C. Discuss the approaches to international compensation. (8)

Q.3) D. What do you mean by Cross Cultural Training?
Discuss the issues related to Cross Cultural Training. (7)

Q.4) A. Discuss the significance of using expatriates for global assignments. (8)

Q.4) B. How do you repatriate? Explain the process of repatriation. (7)

OR

Q.4) C. Is family significant in expatriation? State the role of family in expatriation. (8)

Q.4) D. What do you mean by repatriate? State the various challenges of repatriation. (7)

Q.5) A. State some significance of Off-Shoring. (8)

Q.5).B. What are the ways to manage HR in a virtual organization? State a few examples. (7)

OR

Q.5) Write short notes on:- (Any Three) (15)

- 1) Non -Expatriate
- 2) Trade Union and International IR
- 3) Criminalization of Bribery
- 4) Knowledge Management and IHRM
- 5) Role of technology in IHRM
