

T.Y. BMS  
Sem - VI

16/04/24

(2½ Hours)

Total Marks - 75

N.B.: (1) All questions are compulsory subject to internal choice.  
(2) Figures to the right indicate full marks.

Q1. Fill in the blanks (any 8)

1. \_\_\_\_\_ is concerned with identifying and understanding how the MNC's manage their geographically dispersed worked force  
a. International HRM      b. Staffing      c. Development      d. Cross Culture Training
2. Why should a company have an expatriation training program?  
a. To teach them how to implement the home countries ways of doing business in other cultures  
b. To familiarize employees with the history, culture and customs of the country they are being assigned  
c. To teach the employees to fluently speak foreign languages  
d. To communicate the company's mission statement and purpose for existence
3. In case of \_\_\_\_\_ a company shifts the location of a service or production of a part to a location abroad  
a. outsources      b. offshoring      c. onshoring      d. relocation
4. The \_\_\_\_\_ is a method of international recruitment where the MNC's hire the most suitable person for the job irrespective of their Nationality.  
a. Regio Centric      b. Geocentric      c. Ethnocentric      d. Polycentric
5. Implement a Buddy system, Offer Group Volunteer Projects, Providing Comprehensive cross culture training are ways of dealing with  
a. Dealing with culture shock      b. Motivating employees  
c. Improving Productivity      d. Managing under performers
6. A salient issue in international HRM is understanding and maintaining cultural \_\_\_\_\_  
a. balance      b. diversity      c. suitability      d. adaptability
7. Personal & emotional problems results in \_\_\_\_\_  
a. expatriate      b. failure repatriation      c. stress      d. success
8. Culture \_\_\_\_\_ is being aware that both cultural differences as well as cultural similarities exist between people and affect attitudes  
a. sensitivity      b. suitability      c. adaptability      d. awareness
9. Unions that include workers who have a common skill are  
a. trades unions      b. industry unions      c. craft guilds      d. craft unions
10. Ethnocentric organizations are best characterized by:  
a. Key personnel positions are held by headquarter personnel.  
b. Subsidiaries are managed by local nationals (HCN)  
c. A worldwide integrated business which nationality is ignored in favor of ability  
d. Staff may move outside their countries but only within a particular geographic region

QP → 52482  
code

Q2. State whether True or False (any 7)

1. Parent country is where the firm's subsidiary is located
2. Cross-cultural adaptability has an impact on the success or failure of an international assignment
3. Domestic HRM emphasizes on HR issues related to employees belonging to multiple nationalities
4. MNCs employ expatriates to encourage diversity
5. PCN are employees whose nationalities are different from headquarters or the subsidiary office
6. Head Hunting is a source of international staffing
7. Expatriate is an employee working and living in a country of which he is a non citizen
8. Adoption of culture is relatively feasible in International HRM
9. Social institutions of different countries do not affect global cultural values
10. Networking Skills is a quality required by global managers today

- 2 a. Elaborate on the Polycentric Approach of staffing stating its advantages and disadvantages? (7)  
b. What are the challenges faced by HR managers of Global firms? (8)

OR

- a. What is the difference between Domestic and International HRM (7)  
b. Write a short note on Cross Culture Management? (8)
- Q3. a. What are the sources of recruitment in IHRM (7)  
b. What are the Approaches to international compensation. (8)

OR

- Q3. A. What are the factors affecting International Performance of Expatriates  
B. Explain Cross Culture Training
- Q4. A. What is Expatriate Failure (7)  
B. Elaborate on Process of Repatriation and challenges faced in repatriation (8)

OR

- Q4. C. What are the challenges faced by Women in international assignments? (7)  
D. What can HR managers do to prepare an employee for an international assignment (8)

- Q5. a. Elaborate on the emerging trends in IHRM (7)  
b. Citing examples explain Virtual Organisations. What are its Advantages (8)

OR

Q5. Write Short notes: (Any 3)

1. Off Shoring
2. Role of family in expatriate assignment
3. Issues in International HRM
4. Culture Shock
5. Ways of Managing Diverse Teams