

2½ Hours

75 marks

Note: All questions are compulsory

1. a. Select the most appropriate answer (**Any Eight**)

(8)

1. The _____ of the employee is a major driver of employees' compensation in International HRM.
(i. marital status ii. nationality iii. gender)
2. The _____ approach seeks the best people for key jobs throughout the organization, regardless of nationality. (i. Geocentric, ii. Ethnocentric, iii. Polycentric)
3. _____ occurs when multiple cultures become more like one another through exposure to traditions, ideals and languages. (i. Repatriation ii. Comparative HRM iii. Cultural Convergence)
4. _____ Allowance covers moving, shipping and storage charges (i. Education, ii. Relocation, iii. Home Leave)
5. With the _____ Approach, the base salary for international transfer is linked to salary structure in the host country. (i. Going Rate, ii. Balance Sheet iii. Local Plus)
6. _____ develops systems and processes to acquire and share intellectual assets (i. Cultural Shock, ii. Knowledge Management, iii. Cultural Dimensions)
7. _____ involve partial or full takeover or the merging of capital, assets and liabilities of existing enterprises in a country. (i. Cross Border Mergers, ii. Cultural Convergence iii. Resource Allocation)
8. _____ can be organized whether or not members are in reasonable proximity to each other (i. Cross Cultural Training, ii. Organizational Dynamics, iii. Virtual Teams)
9. _____ is a systematic process used for identifying and implementing best or better practices across countries (i. Benchmarking, ii. Offshoring , iii. Cultural Sensitivity)
10. The most comprehensive code of conduct for labour standards was identified by ____ (i. ILO, ii. UNCTAD, iii. OECD)

1. b. State whether True or False (**Any Seven**)

(7)

1. The scope of International HRM is narrower than that of HRM
2. In an ethnocentric approach, parent country nationals occupy key managerial positions
3. Organizational dynamics is the pattern of movement overtime in the interactions between people in the organization.

4. Cost of living allowance involves payment to compensate for difference in expenditure between home country and foreign country.
5. The basic characteristic of Balance Sheet Approach is to 'keep the expatriate whole'
6. Internal hires for expatriate assignment is preferred because this reduces the risk of poor selection decision.
7. Multi-National Companies do not assist spouse assistance with employment search in the host country.
8. Expatriates should have an introvert personality
9. The first international ethics code of conduct for business was developed in the year 1960
10. Virtual organizations have formal communication

2. a. Define International HRM. Discuss its objectives (8)

2. b. Enumerate the qualities of global manager (7)

OR

2. p. What do you mean by cross cultural management? Explain the importance of cultural sensitivity to international managers (8)

2. q. Discuss the role of organization in reducing cultural shock (7)

3. a. Explain the components of international compensation program (8)

3. b. Discuss the issues in cross cultural training (7)

OR

3. p. Enumerate the factors influencing performance of employees at workplace (8)

3. q. Discuss the ways to manage global diverse workforce (7)

4. a. "There are three nationality groups available to a multinational company while hiring people" Do you agree? Justify (8)

4. b. Enumerate the factors considered in the selection of expatriates (7)

OR

4. p. Explain the Concepts: (8)

i. Non-expatriate ii. Reverse Cultural Shock

iii. Expatriates as Boundary Spanners iv. Repatriation

4. q. Discuss the limitations of using expatriate employees (7)

- 5. a. Explain the concepts of: i. Business Ethics ii. Global Values (8)
- 5. b. What is offshoring? Discuss its drawbacks (7)

OR

5. q. Write Short Notes on (Any 3) (15)

- i. Role of technology on IHRM
- ii. Features of virtual organization
- iii. Challenges in managing International projects across the world
- iv. Criminalization of Bribery
- v. Women and Expatriation
