

(2½ Hours)

[Total Marks: 75]

- N.B.:** 1) All questions are **compulsory**.
2) **Figures** to the **right** indicate **full marks**.

Q1. Match the Column (any 8) :

(08)

Sr. No	Column A	Sr. No	Column B
1.	PCN	A.	Relocating
2.	Recruitment and Hiring	B.	Home country orientation
3.	Training and development	C.	HRM differs between different countries
4.	CHRM	D.	Cross cultural communication
5.	Balance sheet approach	E.	Role of transfer of knowledge
6.	Expatriate	F.	Equalise purchasing power
7.	Cultural adjustment	G.	Over dependency on one trait for evaluation of performance.
8.	Halo effect	H.	Critical determinant of job performance
9.	Off-shoring	I.	No universal right and wrong
10.	Ethical relativism	J.	Outsourcing

Q1. B. State whether the statements are true or false: (any 7) :

(07)

- IHRM involves the application of HRM practices in an international setting.
- The performance of expatriate is crucial for achieving success in an international project.
- Expatriate is an employee working and living in foreign country environment.
- Ethnocentrism is parent country orientation.
- The cultural environment in which expatriates operates is an important factor in determining successful performance.
- Non expatriates are employees who travel internationally but they doesn't relocate.
- International selection requires personal characteristics evaluation.
- Government of India support off-shoring.
- International ethics is a branch of social science.
- Cross-border alliances are cooperative agreements between two or more firms from different national background.

Q2. A. "IHRM is a significant activity in globalization" Discuss with reasons. (08)

B. State the various approaches to IHRM. (07)

OR

Q2. C. Explain the role of IHRM in cross-cultural management. (08)

D Explain how do organizations deal with cultural shock? (07)

Q3. A. Highlight the reasons of expatriation failure. (08)

B. Explain the challenges faced by repatriates. (07)

OR

Q3 .C. Explain the process of repatriation. (08)

D. Explain the significance of technology in IHRM. (07)

Q4. A. Explain the problems in cross cultural issue management. (08)

B. Explain the issues related to International Project management. (07)

OR

Q4. C. Explain the following concepts: (08)

a. Virtual Organization b. Knowledge Management.

D. Explain issues related to women in expatriation. (07)

Q5. A. "Repatriation is a part of expatriation", Comment. (08)

B. Discuss the role of HR Managers is cross border acquisition. (07)

OR

Q5. C. Write Short Notes (Any 3) : (15)

1. Objectives of IHRM.
2. Benefits and Limitations of Repatriation.
3. Industrial Relation as a Key Factor for IHRM.
4. Criteria for Selection Process of Expatriates.
5. Difference between HRM and IHRM.