Roll No:

MBA
(SEM IV) THEORY EXAMINATION 2023-24
INTERNATIONAL HRM

TIME: 3 HRS

M.MARKS: 100

Note: 1. Attempt all Sections. If require any missing data; then choose suitably.

SECTION A

1. Attempt *all* questions in brief. 2 x 10 = 20

a.	Define International Human Resource Planning.	02
b.	Discuss the responsibilities of International HR Manager.	02
c.	Differentiate between performance appraisal and performance management.	02
d.	Elaborate the elements of global compensation.	02
e.	Expand EU.	02
f.	Determine the meaning of the term global unions.	02
g.	Explain the term employee engagement.	02
h.	Determine the importance of diversity in the organisation.	02
i.	State the names of company who are performing CSR activities.	02
j.	"Engaging the Gen Z employees is an emerging challenge in IHRM." Examine the statement.	02

SECTION B

2. Attempt any *three* of the following: 3 x 10 = 30

a.	Infer the global HRM practices followed by Starbucks.	10
b.	Explore the various criterions for selecting an expatriate in an organization. Also, discuss the failure of the expatriate.	10
c.	Imagine you are a Human Resource Director of a multinational corporation navigating the challenges and opportunities brought about by globalization in the context of International Human Resource Management (IHRM). Outline three ways in which globalization impacts HR practices within multinational organizations.	10
d.	Discuss the concept of Hofstede's cultural dimensions.	10
e.	Examine the various types of corporate responsibilities.	10

SECTION C

3. Attempt any *one* part of the following: 1 x 10 = 10

a.	Explain the various challenges faced in International HRM.	10
b.	Illustrate the Forecasting Model of IHRM.	10

4. Attempt any *one* part of the following: 1 x 10 = 10

a.	Write a short note on EPRG Model of Staffing in International Assignments.	10
b.	Cite some examples of Training and Development practices in Japan and China.	10

5. Attempt any *one* part of the following: 1 x 10 = 10

a.	Differentiate between Traditional HRM and Strategic HRM.	10
b.	Explain the various shifts in industrial relations in context of international market.	10

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6. Attempt any *one* part of the following: 1 x 10 = 10

a.	International Labour Standards are very relevant for the working of overseas assignments. Do you agree with the statement? Elucidate.	10
b	Discuss the various global organization structures with their merits and demerits.	10

7. Attempt any *one* part of the following: 1 x 10 = 10

a.	You've been appointed as the CSR manager of a multinational technology company. Describe your plan for a CSR program that reflects the company's values and goals. Explain the initiatives you'll implement to benefit society and the environment.	10
b.	Imagine you are a Human Resource Manager tasked with adapting your organization's HR practices aligning with emerging trends in International Human Resource Management (IHRM). Identify three key emerging trends in IHRM and explain how each trend could impact your organization's global operations and workforce management strategies.	10

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