

Duration: 2 ½ 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. Personnel policies should be based on: (i) *Employee performance* ii) *Cultural norms*, iii) *Environmental Norms* iv) *Societal norms*)
 2. The _____ approach seeks the best people for key jobs throughout the organization regardless of nationality. (i) *Geocentric* ii) *Ethnocentric* iii) *Polycentric* iv) *Eccentric*)
 3. _____ Allowances covers moving, shipping and storage charges. (i) *Education* ii) *Relocation* iii) *Home Leave* iv) *Medical*)
 4. _____ can be organized whether or not members are in reasonable proximity to each other. (i) *Cross Cultural Training* ii) *Organizational Dynamics* iii) *Virtual Teams* iv) *Work Team*.)
 5. A salient issue in international HRM is understanding and maintaining cultural _____. (i) *Balance* ii) *Diversity* iii) *Suitability* iv) *Adaptability*)
 6. Personal & emotional problems results in _____. (i) *Expatriate* ii) *Failure* iii) *Stress* iv) *Success*)
 7. Unions that include workers who have a common skill are _____. (i) *Trades unions* ii) *Industry unions* iii) *Craft guilds* iv) *Craft unions*)
 8. In case of _____ a company shifts the location of a service or production of a part to a location abroad. (i) *Outsources* ii) *Offshoring* iii) *Onshoring* iv) *Relocation*)
 9. _____ is concerned with identifying and understanding how the MNC's manage their geographically dispersed workforce. (i) *International HRM* ii) *Staffing* iii) *Development* iv) *Cross Culture Training*)
 10. Recruitment _____ selection. (i) *Formalizes* ii) *Informalizes* iii) *Follows* iv) *Preceeds*)

Q.1.B) State Whether True or False. (Any Seven). (7)

1. IHRM is basically the HRM practices at international level.
2. Under HRM, when training is decentralized, the cultural backgrounds of the trainers are usually similar.
3. There is more risk involved in domestic HRM as compared to international HRM.
4. TCN are usually more expensive to maintain than PCN.
5. Expatriate failure involves premature return of an expatriate.
6. Work is moved/off shored because of higher cost of operations in new location.
7. Selection follows Recruitment.
8. Organizations need to be restructured in order to be more competitive.
9. A prospective candidate never rejects the expatriate assignments for family considerations.
10. Ethnocentric policy is best when it comes to Global HRM.

- Q.2. A) Define International HRM Discuss its objectives. 08
B) What are the challenges faced by HR Managers of Global firms? 07
- OR
- C) State the various approaches to HRM. 08
D) Explain how organizations deal with the cultural shock. 07
- Q.3. A) Explain the factors of selection of expatriates. 08
B) Explain the concepts & role of non-expatriates. 07
- OR
- C) Explain the significance of technology in HRM. 08
D) Explain Cross Cultural Training. 07
- Q.4. A) Explain the issues related to International Project Management. 08
B) What is offshoring? Discuss its drawbacks. 07
- OR
- C) "There are three nationality groups available to a multinational company
While hiring people "Do you agree? Give Reasons. 08
D) Explain the process of repatriation & challenges faced in repatriation. 07
- Q.5. A) Explain issues related to women expatriation. 08
B) What are the ways to manage HR in a virtual organization? 07
- OR
- Q.5. Write Shorts Notes on. (Any Three) 15
a) Industrial Relations in MNC's
b) Managing Diversity in workforce
c) International Compensation
d) Challenges faced by Repatriates
e) Knowledge management and IHRM
