



7. International HRM includes staffing, compensation, training and performance management.
8. Offshoring and outsourcing are identical concepts.
9. Global managers require adaptability and cultural sensitivity.
10. Equal pay policies are not relevant in international compensation.

**Q.2 Answer in brief:**

**(15 Marks)**

- A. Define International HRM. Explain its objectives and scope. (8)
- B. Discuss the qualities of an effective global manager. (7)

**OR**

- C. Explain the role of culture in shaping HR practices. (8)
- D. Highlight the major cross-cultural issues faced by global companies. (7)

**Q.3 Answer in brief:**

**(15 Marks)**

- A. State the main components of international compensation. (8)
- B. Discuss the benefits of training and development for multinational employees. (7)

**OR**

- C. Explain the importance of cross-cultural training. (8)
- D. Describe the meaning of motivational rewards with suitable examples. (7)

**Q.4 Answer in brief:**

**(15 Marks)**

- A. Explain the significance of expatriation and challenges involved. (8)
- B. Discuss the key factors considered in expatriate selection. (7)

**OR**

- C. Explain the process of repatriation and problems faced by repatriates. (8)
- D. State the reasons for expatriate failure. (7)

**Q.5 Answer in brief:**

**(15 Marks)**

- A. Explain the concept and importance of Offshoring. (8)
- B. Differentiate between Domestic HRM and IHRM. (7)

**OR**

- C. Write short notes on (Any 3): (15)
  1. Technology in IHRM
  2. Women and expatriation
  3. Emerging trends in IHRM
  4. Criminalization and bribery in IHRM
  5. Pros and cons of expatriates

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