

# Faculty of Management Studies

## End Semester Examination May 2025

### MS3EH07 International HRM

<b>Programme</b>	:	BBA	<b>Branch/Specialisation</b>	:	-
<b>Duration</b>	:	3 hours	<b>Maximum Marks</b>	:	60

**Note:** All questions are compulsory. Internal choices, if any, are indicated. Assume suitable data if necessary.  
 Notations and symbols have their usual meaning.

<b>Section 1 (Answer all question(s))</b>				<b>Marks CO BL</b>
<b>Q1.</b> What is the key responsibility of International Human Resource Management (IHRM)?				1 1 1
<input type="radio"/> Developing and implementing compensation plans for local employees only <input type="radio"/> Focusing exclusively on the HR needs of employees in the home country.		<input checked="" type="radio"/> Managing the recruitment, selection, and training of employees for global assignments. <input type="radio"/> Ignoring cultural differences in the workplace.		
<b>Q2.</b> Which of the following area is not generally included in the scope of IHRM?				1 1 1
<input type="radio"/> Global talent acquisition and retention <input type="radio"/> Providing cross-cultural adjustment programs		<input type="radio"/> Managing international work teams <input checked="" type="radio"/> Setting the pricing strategy for products in global markets		
<b>Q3.</b> What is the key benefit of expatriate training for multinational organizations?				1 2 1
<input type="radio"/> Minimizing expatriate compensation costs <input type="radio"/> Reducing turnover in the home country		<input checked="" type="radio"/> Helping expatriates to adjust more quickly to the new work environment and enhancing their performance <input type="radio"/> Encouraging the use of local talent only		
<b>Q4.</b> What is the primary challenge in staffing multinational organizations?				1 2 1
<input type="radio"/> Deciding the number of employees to hire <input type="radio"/> Determining the salary of expatriates		<input checked="" type="radio"/> Balancing the need for local expertise with the need for global consistency <input type="radio"/> Recruiting employees from the home country only		
<b>Q5.</b> What is one of the major challenges faced by global organizations when managing the performance of expatriates?				1 3 1
<input type="radio"/> Ensuring expatriates follow the same performance standards as home country employees <input type="radio"/> Hiring expatriates at the lowest possible cost		<input checked="" type="radio"/> Aligning expatriates' performance with local goals and corporate strategies <input type="radio"/> Reducing expatriate turnover rates by limiting feedback		
<b>Q6.</b> In the context of a global PMS, what is the purpose of aligning individual performance with organizational goals?				1 3 1
<input type="radio"/> To ensure employees are paid based on their performance <input type="radio"/> To assess employees' cultural adaptability		<input checked="" type="radio"/> To help employees understand how their work contributes to the company's success <input type="radio"/> To set performance goals that match local market conditions		
<b>Q7.</b> Which of the following is an example of a non-monetary variable that influences international compensation?				1 4 1
<input type="radio"/> Housing allowances <input checked="" type="radio"/> Work-life balance and cultural adjustments		<input type="radio"/> Tax equalization <input type="radio"/> Bonus payments		

**Q8.** What is the main goal of compensation administration in multinational companies?

1 4 1

- To reduce the compensation costs for all employees
- To ensure the company can compete for talent in all markets
- To pay employees based on performance only
- To align compensation policies with the home country standards

**Q9.** Which of the following best describes the concept of repatriation?

1 4 1

- The process by which an expatriate employee moves to a new country for an assignment
- The return of an expatriate to their home country after completing their international assignment
- The expatriate's adjustment to the host country's culture
- The process of recruiting employees for international assignments

**Q10.** Which factor is most likely to influence the success of repatriation for expatriates?

1 4 1

- The amount of time spent on international assignments
- Whether the expatriate has a clear career path and reintegration plan upon returning home
- The quality of the host country's infrastructure
- The number of international assignments the expatriate has completed

## Section 2 (Answer all question(s))

Marks CO BL

**Q11.** Define IHRM.

2 1 1

Rubric	Marks
Definition of IHRM 2 Marks	2

**Q12.** What is the role of cultural differences in IHRM?

3 1 2

Rubric	Marks
Description of cultural differences in IHRM 1*3	1
Role of cultural differences in IHRM	2

**Q13.(a)** Discuss the key challenges faced by HR managers in managing a global workforce across different countries.

5 2 1

Rubric	Marks
General Description about global workforce 5 Marks	1
key challenges faced by HR managers in managing a global workforce across different countries.	4

(OR)

**(b)** What are the key differences between Domestic HRM and International HRM in terms of employee performance management?

Rubric	Marks
Define Domestic HRM and International HRM 5	1
key differences between Domestic HRM and International HRM in terms of employee performance management	4

## Section 3 (Answer all question(s))

Marks CO BL

**Q14.** What role does training and development play in managing expatriates?

2 2 1

Rubric	Marks
Role of training and development in managing expatriates	2

**Q15. (a)** Evaluate the importance of training and development in preparing employees for international assignments and its effect on the success of international operations.

8 2 3

Rubric	Marks
Explanation of the importance of training and development in preparing employees for international assignments- 4+4	4
Effect of training and development on the success of international operations.	4

**(OR)**

**(b)** What are the key trends in shaping international staffing in the era of globalization and digital transformation?

Rubric	Marks
Description of key trends 1*8	1
key trends in shaping international staffing in the era of globalization and digital transformation	7

#### Section 4 (Answer all question(s))

Marks CO BL

**Q16.** What are the key factors that influence the performance of expatriates?

3 2 1

Rubric	Marks
Define Expatriates	1
key factors that influence the performance of expatriates	2

**Q17. (a)** Describe the major steps in implementing a global Performance Management System (PMS)?

7 2 1

Rubric	Marks
Definition of global Performance Management System (PMS) 1*7	2
Major steps in implementing a global Performance Management System (PMS)	5

**(OR)**

**(b)** What are the common issues in managing performance in the global context?

Rubric	Marks
Management of performance in the global context	2
Common issues in managing performance in the global context	5

#### Section 5 (Answer all question(s))

Marks CO BL

**Q18.** What are the key objectives of international compensation management?

4 4 1

Rubric	Marks
Meaning of international compensation management 1*4	1
key objectives of international compensation management	3

**Q19. (a)** Describe the components of an international compensation package and their significance.

6 4 1

Rubric	Marks
Description of components of an international compensation package	4
Significance of components of an international compensation package	2

(OR)

**(b)** Explain the compensation strategy and its role in international human resource management.

Rubric	Marks
Explanation of the compensation strategy.	2
Role of Compensation strategy in international human resource management.	4

### Section 6 (Answer any 2 question(s))

Marks CO BL

**Q20.** Describe various steps involved in repatriation process.

5 4 1

Rubric	Marks
what is repatriation process.	1
various steps involved in repatriation process.	4

**Q21.** How can organizations benefit from returnees after repatriation?

5 4 1

Rubric	Marks
What is the meaning of returnees after repatriation	1
Benefits to organization from returnees after repatriation	4

**Q22.** What are some tips for ensuring successful repatriation of expatriates?

5 4 1

Rubric	Marks
Meaning of successful repatriation of expatriates	1
Tips for ensuring successful repatriation of expatriates	4

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