

Total No. of Questions: 6

Total No. of Printed Pages:3

Enrollment No.....



Faculty of Management Studies  
End Sem Examination May-2024  
MS3EH07 International HRM

Programme: BBA

Branch/Specialisation: Management

Duration: 3 Hrs.

Maximum Marks: 60

Note: All questions are compulsory. Internal choices, if any, are indicated. Answers of Q.1 (MCQs) should be written in full instead of only a, b, c or d. Assume suitable data if necessary. Notations and symbols have their usual meaning.

- Q.1 i. HRM practiced by multinational organization is termed as the following: **1**  
(a) Globalization (b) Personnel management practices  
(c) Domestic HRM (d) International HRM
- ii. What is meant by MNC? **1**  
(a) Multi National Committee  
(b) Multi National Company  
(c) Multi National Career  
(d) Multi National Corporation
- iii. Which of the following factor is not directly related to the success of expatriate assignments- **1**  
(a) The personality of expatriate employees  
(b) The intention of expatriate employees  
(c) The incapability of the spouse to adjust to the new situation  
(d) The nature of products produced by the company.
- iv. Which of the following describes an 'Ethnocentric' Approach to staffing: **1**  
(a) Locals fill managerial positions in national subsidiaries  
(b) Filling all positions with parent country nationals.  
(c) Parent country nationals fill managerial positions at Headquarters.  
(d) Dividing operations into several geographical regions and freely transferring staff between each region.

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- v. What is the primary goal of international performance management? **1**  
 (a) Maximizing profits  
 (b) Ensuring compliance with local regulations  
 (c) Improving employee productivity and effectiveness  
 (d) Expanding market share
- vi. Which of the following is NOT a challenge of International human resource management? **1**  
 (a) Language barriers (b) Cultural differences  
 (c) Legal regulations (d) Homogeneous workforce
- vii. What is the primary objective of international compensation management? **1**  
 (a) To minimize labour costs  
 (b) To attract and retain talent globally  
 (c) To standardize compensation across all countries  
 (d) To comply with local labour laws
- viii. Which factor is NOT typically considered when determining international compensation packages? **1**  
 (a) Cost of living differences (b) Cultural preferences  
 (c) Gender of the employee (d) Exchange rate fluctuations
- ix. What does repatriation refer to in the context of international relations? **1**  
 (a) Sending foreign aid to another country  
 (b) Returning a person to their home country  
 (c) Establishing diplomatic relations with a foreign nation  
 (d) Investing in overseas businesses
- x. Which of the following is NOT a potential challenge during repatriation? **1**  
 (a) Cultural readjustment (b) Language barrier  
 (c) Financial incentives (d) Career disruption
- Q.2 i. Give definition of IHRM. **2**  
 ii. Discuss the scope of IHRM. **3**  
 iii. Distinguish domestic HRM from IHRM. **5**  
 OR iv. Explain the HR challenges faced at international level. **5**

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- Q.3 i. Write the name of international staffing. **2**  
 ii. Elaborate the Recent trends in international staffing. **8**  
 OR iii. Describe the training and development in international HRM. **8**
- Q.4 i. Explain the meaning of expatriate. **3**  
 ii. Discuss the steps involved in the global PMS. **7**  
 OR iii. Briefly write about the challenges of international performance management. **7**
- Q.5 i. Explain the objectives of international compensation. **4**  
 ii. Discuss the types of theories related to international compensation. **6**  
 OR iii. Briefly discuss the components of compensation in IHRM. **6**
- Q.6 Attempt any two:  
 i. What are the challenges of repatriation? Describe. **5**  
 ii. Illustrate the tips for successful repatriation. **5**  
 iii. Explain the repatriation process under IHRM. **5**

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## Marking Scheme

### International HRM (T) - MS3EH07 (T)

Q.1	i)	d) International HRM		<b>1</b>	Q.4	i.	Meaning	2 Marks	<b>3</b>
							Example	1 Marks	
	ii)	d) Multi National Corporation		<b>1</b>		ii.	Discuss the steps involved in the global PMS	7 Marks	<b>7</b>
	iii)	d) The nature of products produced by the company.		<b>1</b>	OR	iii.	Types of challenges	4 Marks	<b>7</b>
							Illustration	3 Marks	
	iv)	b) Filling all positions with parent country nationals.		<b>1</b>	Q.5	i.	Definition	1 Marks	<b>4</b>
							Objectives types	3 Marks	
	v)	c) Improving employee productivity and effectiveness		<b>1</b>		ii.	Theory	3 Marks	<b>6</b>
							Description	3 Marks	
	vi)	d) Homogeneous workforce		<b>1</b>	OR	iii.	Components	3 Marks	<b>6</b>
	vii)	b) To attract and retain talent globally		<b>1</b>			Description	3 Marks	
	viii)	c) Gender of the employee		<b>1</b>	Q.6		Attempt any two:		
	ix)	b) Returning a person to their home country		<b>1</b>		i.	Illustrations	4 Marks	<b>5</b>
	x)	c) Financial incentives		<b>1</b>			Example	1 Marks	
Q.2	i.	Definition	1 Marks	<b>2</b>		ii.	Illustrations	4 Marks	<b>5</b>
		Description	1 Marks				Significance	1 Marks	
	ii.	Define	1 Marks	<b>3</b>		iii.	Process	3 Marks	<b>5</b>
		Describe	2 Marks				Illustration	2 Marks	
	iii.	Difference explained	4 Marks	<b>5</b>					
		Table/diagram	1 Marks						
OR	iv.	Points of challenges	3 Marks	<b>5</b>					
		Explanation	2 Marks						
Q.3	i.	Types defined	2 Marks	<b>2</b>					
	ii.	Explanation	7 Marks	<b>8</b>					
		Example	1 Marks						
OR	iii.	Explanation	7 Marks	<b>8</b>					
		Table/chart	1 Marks						

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