

- Q.16 Write 2 techniques involved in cross cultural communication.
- Q.17 Explain the process of international recruitment in short.
- Q.18 Suggest two measures to ensure equity in international compensation.
- Q.19 Explain 4 impacts of cultural diversity of HRM strategy formulation.
- Q.20 Explain 2 ways to ensure inclusion in global workforce management.
- Q.21 Write 4 methods to conduct international selections.
- Q.22 What are the impacts of negotiations skills in HRM?

#### Section-D

**Note: Long answer questions. Attempt any two questions out of three Questions. (2x8=16)**

- Q.23 What are the implications of Ethical considerations on a business? Explain them in the context of International Human Resource management.
- Q.24 Create a detailed expatriate compensation package. Also explain the important terms involved in it.
- Q25 What do you mean by diversity? What role does it play in global workforce management.

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#### **5th Sem. Branch: Business Management (Human Resource Management) Sub : International HRM**

Time : 3 Hrs.

M.M. : 60

#### SECTION-A

**Note: Multiple choice Questions. All Questions are compulsory. (6x1=6)**

- Q.1 Cultural diversity in a workplace means :
- a) All employees come from the same culture
  - b) Employees from different cultural backgrounds work together
  - c) Only one culture is respected in the workplace
  - d) Limiting recruitment to local employees
- Q.2 Global talent management focuses on :
- a) Identifying, developing and retaining talent worldwide
  - b) Finding and developing talent only in the home country
  - c) Only recruiting for high-level positions
  - d) Managing employee salary alone

Q.3 What is the main goal of International Human Resource Management (IHRM)?

- a) Hiring local workers only
- b) Managing employees globally and locally
- c) Focusing only on domestic HR needs
- d) Avoiding cultural diversity

Q.4 International compensation involves :

- a) Paying only local employees
- b) Deciding fair pay for employees working in other countries
- c) Setting equal pay for all employees
- d) Only compensation top management

Q.5 Cross-cultural communication is about :

- a) Avoiding communication with people from different cultures
- b) Communicating effectively with people from various cultures
- c) Using only one language in the workplace
- d) Avoiding misunderstandings in the same culture

Q.6 Equity and parity in HRM mean:

- a) Giving each employee the same job title
- b) Ensuring fairness in salaries and benefits
- c) Promoting employees only based on age
- d) Offering identical rewards for everyone

### Section-B

**Note: Objective/Completion type questions. All questions are compulsory. (6x1=6)**

Q.7 Cultural diversity in a company means having employees from many different cultural backgrounds. (True/False)

Q.8 Cross-cultural communication is about understanding and communicating well with people from the same culture. (True/False)

Q.9 International Human Resource Management (IHRM) involves managing employees only in one country. (True/False)

Q.10 International compensation deals with paying employees who work outside their home country. (True/False)

Q.11 Global talent management is only about recruiting employees from other countries. (True/False)

Q.12 Equity and parity in HRM mean giving all employees exactly the same salary. (True/False)

### Section-C

**Note: Short answer type Questions. Attempt any eight questions out of ten Questions. (8x4=32)**

Q.13 How do domestic HRM practices differ from International HRM practices?

Q.14 Explain 2 strategies to manage global talent.

Q.15 Explain the scope of IHRM.