

- 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.
- Q.25 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 :
- All employees come from the same culture
 - Employees from different cultural backgrounds work together
 - Only one culture is respected in the workplace
 - Limiting recruitment to local employees
- Q.2 Global talent management focuses on :
- Identifying, developing and retaining talent worldwide
 - Finding and developing talent only in the home country
 - Only recruiting for high-level positions
 - Managing employee salary alone

- Q.3 What is the main goal of International Human Resource Management (IHRM)?
- Hiring local workers only
 - Managing employees globally and locally
 - Focusing only one domestic HR needs
 - Avoiding cultural diversity
- Q.4 International compensation involves :
- Paying only local employees
 - Deciding fair pay for employees working in other countries
 - Setting equal pay for all employees
 - Only compensation top management
- Q.5 Cross-cultural communication is about :
- Avoiding communication with people from different cultures
 - Communicating effectively with people from various cultures
 - Using only one language in the workplace
 - Avoiding misunderstandings in the same culture
- Q.6 Equity and parity in HRM mean:
- Giving each employee the same job title
 - Ensuring fairness in salaries and benefits
 - Promoting employees only based on age
 - 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 does domestic HRM practices are different from International HRM practices?
- Q.14 Explain 2 strategies to manage global talent.
- Q.15 Explain the scope of IHRM.