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MBAINT
(SEM X) THEORY EXAMINATION 2024-25
INTERNATIONAL HUMAN RESOURCE MANAGEMENT

TIME: 3 HRS

M.MARKS: 100

Note: Attempt all Sections. In case of any missing data; choose suitably.

SECTION A

1. Attempt all questions in brief. 2 x 10 = 20

Q no.	Question
a.	Define Pre-departure training?
b.	What is Multiculturalism?
c.	What do you understand by expatriates and repatriates?
d.	Differentiate between Parent Country, Host Country and Third Country Nationals?
e.	Define Human Resource Outsourcing?
f.	What do you understand by Cross-Cultural Training?
g.	Explain Psychological Contract?
h.	Explain Regional Integration?
i.	Define global diversity in the context of IHRM?
j.	What is wage system in IHRM?

SECTION B

2. Attempt any three of the following: 10 x 3 = 30

Q no.	Question
a.	Describe the capabilities of a human resource manager in home country and foreign country?
b.	Distinguish between International, Multinational, Transnational and Global Organizations?
c.	Discuss the Competencies required and profile of an International Manager?
d.	What are the important criteria MNCs should use when selecting expatriates? What factors may influence these criteria?
e.	Outline the main characteristics of the four approaches to international HRM?

SECTION C

3. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	Imagine yourself to be the CEO of an Indian Hotel Chain (say, the Taj Group. You have just acquired a five-star hotel in Moscow (Russia). Which Country National you will select to head the operations of this hotel? Why? If the acquiring company were to be an American MNC, which country national they would have selected?
b.	Why is training important and what are the main challenges faced in training and development of expatriate managers?

4. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	Discuss the framework and importance of performance management in multinational organizations?
b.	Explain the two approaches to expatriates' payments and outline the main difference between the two. Also list their advantages and disadvantages.



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5. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	Explain global human resource management. What are the major global HR functions?
b.	What are the main factors that the MNCs take into account while deciding expatriates' salary, allowances and benefits?

6. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	What are the benefits that diversity can provide and what problems it can create for organizations?
b.	How the knowledge of labor laws and leadership training help to international human resource manager? Explain.

7. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	How is repatriation managed effectively? Give reasons with examples.
b.	Explain the global matrix structure with example and diagram.