

Roll No.

Total No. of Pages : 02

Total No. of Questions : 17

MBA (Sem.-4)

**INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

Subject Code : MBA-933-18

M.Code : 77816

Date of Examination : 22-05-2023

Time : 3 Hrs.

Max. Marks : 60

**INSTRUCTIONS TO CANDIDATES :**

1. SECTION-A contains EIGHT questions carrying TWO marks each and students have to attempt ALL questions.
2. SECTIONS-B consists of FOUR Subsections : Units-I, II, III & IV. Each Subsection contains TWO questions each carrying EIGHT marks each and student has to attempt any ONE question from each Subsection.
3. SECTION-C is COMPULSORY and consist of ONE Case Study carrying TWELVE marks.

**SECTION-A**

Write briefly :

1. What is International HRM?
2. What is Polycentric Staffing Policy?
3. What is predeparture training?
4. What is the significance of shift in culture?
5. Define Performance Appraisal.
6. Explain in brief Going Rate Approach.
7. What do you mean by Explicit Knowledge?
8. What is Regional Integration?

**SECTION-B**

**UNIT-I**

9. Discuss the concept of Dual Career Couples. Explain the role of Women in International Management.
10. What are the differences between Domestic and International HRM? Discuss two HR activities in which a MNC must engage that would not be required in a Domestic Environment.

## UNIT-II

11. What is Repatriation? Discuss the repatriation process in detail.
12. Define Culture. Why is it important for an international manager to learn about culture?

## UNIT-III

13. “*Accurate appraisal of performance is very difficult*”. In the light of this statement discuss the issues and approaches in international performance management.
14. Describe the key components and approaches of international compensation.

## UNIT-IV

15. What do you mean by Industrial Relations and also explain the key issues in International Industrial Relations?
16. Describe the salient features of HR practices in China and compare it with those of India.

## SECTION-C

17. Read the following case and answer the questions given below carrying 4 marks each :

Third Country National was sent to Japan for an expatriate assignment for a Japanese Company. He was working fine. The contract was of three years. At the end of the second year 'Kyodo' deep tsunami up to 5000 cm high struck Japan early Friday morning a day after a powerful earthquake hit the coast of Central Chile. The subsidiary and other residential facilities were in terrific danger. TCN manager's family was living in Japan with him. The government of Japan order immediate evacuation of the foreigners and the people in the affected areas.

- a. If you were the IHRM in charge, how would you have dealt with the situation?
- b. Would you take the decision of deporting the family members first and TCN manager later?
- c. Whether appointing TCN in Japan was a good proposition?

**NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.**