

Total No. of Questions : 4]

SEAT No. :

PB1505

[6227]-606

[Total No. of Pages : 3

T.Y. B.B.A. (International Business)

**B - 605 : INTERNATIONAL HUMAN RESOURCE MANAGEMENT-I
(2019 CBCS Pattern) (Semester - VI)**

Time : 2½ Hours]

[Max. Marks : 50

Instructions to the candidates:

- 1) All questions are compulsory.*
- 2) Figures to the right indicate full marks.*

Q1) A) Multiple choice questions: [5]

- a) _____ Country is the one where the Headquarters of MNC or TNC is located.
- i) Host
 - ii) Home
 - iii) Parent
 - iv) Foreign
- b) _____ is an informal employment market that exists globally to meet the supply and demand of talent for MNCs.
- i) National Market
 - ii) Local Market
 - iii) International Labour market
 - iv) HR Market
- c) The Internal aspects of Environment include _____
- i) Organization Structure
 - ii) Social Issues
 - iii) Political Issues
 - iv) Economic Issues
- d) Salary level in host country approach is also called _____ approach.
- i) Global
 - ii) Compensation
 - iii) Equalization
 - iv) Localization
- e) _____ is a total number of people in a country or region who are physically able to do a job and are available to work.
- i) Population
 - ii) Literacy
 - iii) Employability
 - iv) Workforce

P.T.O.

B) Match the pairs.

[5]

Group (A)	Group (B)
a) Personal aspects of HRM	i) It covers Union Management relation.
b) Welfare aspects of HRM	ii) Deals with working conditions and amenities like canteens, rest rooms, housing, transport, education, health and safety etc.
c) Industrial Relations aspect	iii) Concerned with manpower planning, recruitment, selection, placement etc.
d) International Labour Organization	iv) Empathy to accept cultural differences.
e) Cultural Sensitivity	v) To advance social and economic justice.

Q2) Long Answer Question (Attempt ANY ONE)

[10]

- Define International Human Resource Management. Explain scope of International Human Resource Management.
- Discuss selection criteria that may determine employee success in an international post.

Q3) Long Answer Question (Attempt ANY ONE)

[10]

- Explain in detail key Components of International Compensation Management.
- What do you mean by Workforce Diversity? Explain National and International Strategies for managing workforce diversity.

Q4) Write Short Notes. (Attempt ANY FOUR)

[20]

- a) Difference between IHRM and Domestic HRM.
- b) Objectives of International Human Resource Management.
- c) International Labour Market.
- d) Cross - Cultural Theory.
- e) Approaches to International Compensation.
- f) Challenges in International Performance Management.

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