

Total No. of Questions : 4]

SEAT No. :

PD1482

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[Total No. of Pages : 2

T.Y.B.B.A. (IB)

**B605 : International Human Resource Management-I
(2019 Pattern) (CBCS) (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) Choose the right answer from the following alternative. [5]

- a) When an international firm follows a strategy of choosing only from the nationals of the parent country, it is called ____
 - i) Polycentric Approach
 - ii) Geocentric Approach
 - iii) Ethnocentric Approach
 - iv) None of the above
- b) Which of the following is a key challenge in IHRM?
 - i) Localised workforce
 - ii) Heterogenous cultural environment
 - iii) Limited legal complexity
 - iv) Ethnocentric staffing approach
- c) Which of the following factors state the importance of the Human Resource Planning?
 - i) Creating highly talented personnel
 - ii) International strategies
 - iii) Resistance to change and move
 - iv) All of the above
- d) In managing international compensation, the approach in which package compensation equalizes cost between home country and international employees is called ____
 - i) Headquarters approach
 - ii) Cash flow approach
 - iii) Income statement approach
 - iv) Balance-sheet approach
- e) What does the concept diversity in the workplace refers to?
 - i) Managerial difference among employees
 - ii) Historical differences among groups
 - iii) Physical difference among employees
 - iv) Social difference among employees

P.T.O.

B) Match the following. [5]

Column A	Column B
a) Staffing approach for high positions	i) Estimation of manpower requirement
b) Polycentric Approach	ii) Low Context Culture
c) Process of Staffing	iii) Head hunting
d) Challenge of International Assignments	iv) Hiring team members from the Host country
e) Individualist Culture	v) Language Barriers

Q2) Long answer. (Any1) [10]

- a) Define International Human Resource Management. Explain the difference between domestic and international human resource management.
- b) What is International Staffing? What are the different approaches to multinational staffing decisions?

Q3) Long answer. (Any1) [10]

- a) Explain the concept of International Compensation. What are the emerging issues in compensation management?
- b) What are the benefits and challenges in associated with cultural differences in the workplace?

Q4) Write a short notes. (any 4) [20]

- a) Scope of International Human Resource Management
- b) Role of an Expatriate
- c) Issues in International Performance Management
- d) Importance of Cultural sensitivity
- e) Global Challenges in HRM in the 21st Century
- f) Types of Organizational Culture

