

Total No. of Questions : 4]

SEAT No. :

**PB1452**

**[6225]- 607**

[Total No. of Pages : 3

**T.Y.B.B.A.**

**C - 605 : GLOBAL HUMAN RESOURCE MANAGEMENT**  
**(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) Objective Questions.**

- A) Multiple choice questions. [5]
- a) The scope of international human resource management (IHRM) includes:
- i) Staff recruitment
  - ii) Staff development
  - iii) Compensation
  - iv) All of the above
- b) Understanding the behaviour and culture of host country's market by host manager in corporation orientation is known to be.
- i) Ethnocentric
  - ii) Polycentric
  - iii) Geocentric
  - iv) Expat- centric
- c) The non - citizen employees of a country in which they are working is classified as.
- i) Expatriates
  - ii) Subordinates
  - iii) Coordinates
  - iv) None of above

*P.T.O.*

- d) Global assignments in which employees are sent to understand global operations and are required to have intercultural understanding are called:
  - i) Strategic assignments
  - ii) Development assignments
  - iii) Non developments assignments
  - iv) Managerial assignments
- e) The financial payments, above and over a regular base pay for employee are called:
  - i) Ethnocentric allowances
  - ii) Mobility premiums
  - iii) Hardship allowances
  - iv) Foreign Service Premiums

B) Define terms. [5]

- a) Global HRM
- b) Expatriates
- c) E - recruitment
- d) Global compensation
- e) Strategic HRM

Q2) Write Long Answers (Attempt Any One). [10]

- a) Write features, objectives & significance of Global HRM.
- b) Enumerate the various criteria which should be considered while selecting employees at international level.

**Q3) Write Long Answer (Attempt any one).**

**[10]**

- a) Write meaning, objectives and importance of global training & development?
- b) What is Global Compensation? Discuss its objectives and key components?

**Q4) Write Short notes (Attempt any 4).**

**[20]**

- a) Strategic HRM in MNC.
- b) Role of technology in Global HRM
- c) Global Recruitment function
- d) Global compensation
- e) Ethics Related Challenges to global HRM
- f) Difference between Global HRM & Domestic HRM.

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