

FOURTH SEMESTER UG DEGREE EXAMINATION, APRIL 2023

(Regular/Improvement/Supplementary)

BBA HONOURS

GBAH4B18T: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Maximum Marks: 80

PART A: Answer *all* the questions. Each carries 1 mark.

Choose the correct answer.

1. The following are valid reasons for using an ethnocentric international staffing strategy, except _____
A) maintaining a unified corporate culture B) maintaining a diverse corporate culture.
C) lack of qualified managers in the host country. D) maintaining tight control.
2. The staffing policy in which all key management positions are filled by home country nationals is termed as-
A) Polycentric B) Geocentric C) Multicentric D) Ethnocentric
3. High labour costs in an overseas operation can require a focus on efficiency and on HRM practices aimed at improving _____
A) Employee performance B) Employee Turnover
C) Selection processes D) Absenteeism rates
4. _____ is a method for Human Resources to position itself as a strategic planning partner with line managers and executives within an organization.
A) Counselling B) HR Scorecard C) HR Planning D) Organisational Development
5. Why is the career path in Japanese employee management non-specified?
A) Rotational job results in providing a benefit such skills that are necessary for top-quality executives.
B) At the time of induction, the employees within the organization get exposure to switch their careers in different job domains and get themselves trained to have hands-on trending technologies.
C) In order to keep the employee up to date, the Japanese industries offer rotational jobs.
D) Japanese management system emphasizes creating skilled workers by making them adapt to organizational changes as and when required.

Fill in the Blanks.

6. The country where the headquarters of an MNC is located is known as _____.
7. PCN in IHRM means _____.
8. _____ is the written record of duties, responsibilities, and conditions of a job.
9. _____ is a training method attempt to duplicate on-the-job-situation in a company classroom.
10. _____ is the use of web-based technologies to provide HRM services within employing organizations.

(10 × 1 = 10 Marks)
(PTO)

PART B: Answer any *eight* questions. Each carries 2 marks.

11. Introduce the concept, 'Cultural Shock'.
12. What is Staffing?
13. Give the meaning for Repatriation.
14. Clarify the importance of 'Work-Life Balance'.
15. Comment on HRM.
16. What is Re-entry shock?
17. Define Manpower Planning.
18. Compare Domestic HRM with IHRM.
19. Coin out any two issues in Staff-selection.
20. State the limitations in Performance Appraisal.

(8 × 2 = 16 Marks)

PART C: Answer any *six* questions. Each carries 4 marks.

21. Discuss briefly the objectives of International Compensation Programme.
22. Who is an Expatriate? What must be his/ her role in sustaining international business operations?
23. Narrate the different components for an effective pre-departure training programme.
24. Enumerate the different stages in Internationalisation.
25. Specify the uses of Job Analysis.
26. Distinguish between Recruitment and Selection.
27. "Workforce Diversity benefits a lot for MNCs". Evaluate this statement.
28. Examine the procedures involved in Grievance Handling.

(6 × 4 = 24 Marks)

PART D: Answer any *two* questions. Each carries 15 marks.

29. Elaborate the recent trends and challenges in IHRM.
30. Write a detailed account on different models in HRM.
31. Illustrate with examples the different factors to be considered while doing business cross-borders.
Also, emphasise the role of Culture in IHRM.

(2 × 15 = 30 Marks)