

FOURTH SEMESTER UG DEGREE EXAMINATION, APRIL 2024

(Regular/Improvement/Supplementary)

BBA HONOURS

GBAH4B18T: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Maximum Marks: 80

PART A: Answer all the questions. Each carries one mark.

Choose the correct answer.

1. BARS stands for.....

a) Behaviorally Anticipated Rating Scale	b) Behaviorally Anchored Rating Scale
c) Behaviorally Anchored Ranking Scale	d) Behaviorally Accepted Rating Scale
2. Pre departure training succeeds.....

a) Orientation.	b) Expatriation.	c) Selection.	d) Training.
-----------------	------------------	---------------	--------------
3. The practice of paying less and providing more benefits in compensation to expatriates to reduce tax burden is.....

a) Bargaining approach.	b) Buffet approach.
c) Lumpsum approach.	d) Cluster approach.
4. Which is the international organisation govern the labour problems?

a) EU.	b) OECD.	c) ILO.	d) IMF.
--------	----------	---------	---------
5. Type of investment in which a parent company creates a subsidiary in a different country, building its operations from the ground up is called.....

a) FDI.	b) Green field investment.
c) Turnkey project	d) Strategic alliance.

Fill in the Blanks.

6. ----- a written record of the physical, mental, social, psychological and behavioural characteristics which a person should possess in order to perform the job effectively.
7. -----is concerned with HRM issues that cross national boundaries or are conducted in locations other than the home country headquarters.
8. Host country employees repatriate profit to -----
9. ----- refers to difference in employees related to culture, values, belief etc.
10. ----- is a person temporarily or permanently residing in a country other than native country.

(10 x 1 = 10 Marks)

(PTO)

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

11. What is compensation management?
12. Comment on 360-degree performance appraisal.
13. Give an account on geo centric approach.
14. What is 5 P model?
15. Write an account on PCN.
16. Highlight the training initiatives in IHRM.
17. What is a global mobility team?
18. What is repatriation?
19. List out the ownership issues in IHRM.
20. What is international labour relations?

(8 x 2 = 16 Marks)

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

21. Describe the factors affecting the recruitment policy of the organization.
22. Explain ethical issues in IHRM.
23. What is employee grievance? What are its features?
24. Compare IHRM and Domestic HRM.
25. Explain the challenges of culturally diverse people in work place.
26. Discuss the role of expatriate training.
27. Describe the benefits and limitations of bargaining approach.
28. Explain key issues in international relation.

(6 x 4 = 24 Marks)

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

29. Explain the modes of operation in international market.
30. Explain the characteristics of effective expatriate managers for implementing business strategies.
31. What are the challenges of performance management in IHRM?

(2 x 15 = 30 Marks)