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SEAT No. :

P2187

[5804] - 606

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

**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 side indicate full marks.*

Q1) A) Fill in the blank with the most appropriate alternative (Any 4) [4]

- i) _____ is a person temporarily or permanently residing in a country and culture other than of person's upbringing.
(Expatriates, Repatriates, Third Country)
- ii) Salary level in host country approach is called as _____.
(Lump sum Approach, Localization Approach, Balance Sheet Approach)
- iii) _____ country is the one where subsidiary/branch of an MNC/TNC are located.
(Third Country Nationals, Parent Country Nationals, Host Country)
- iv) _____ are also called search consultants which are used for sourcing and placing candidates of top positions in International Human Resource Management.
(Head Hunters, E-Recruitment, Online Advertising)
- v) _____ is to have empathy to accept cultural differences without allowing one values to surface in unproductive ways.
(Cross Culture, Cultural Sensitivity, Cultural Shock)

B) Match the following [4]

- | Column A | Column B |
|-----------------------------|--|
| i) Ethnocentric Approach | a. Strategic decisions made at headquarters |
| ii) Polycentric Approach | b. Subsidiary of Headquarters with unique competence |
| iii) Geocentric Approach | c. Subsidiary has decision making autonomy |
| iv) Region centric Approach | d. Concentrates within geographic region |

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- C) True or False (Any 4) [4]
- i) USA Executive working in UK Branch of Berman Multinational Bank is example of TCN.
 - ii) Mandatory benefits and Voluntary benefits are types of Direct Financial Compensation?
 - iii) When a person from one culture communicates with the person from other culture they are engaging in Multi-focus communication.
 - iv) Performance rates highly depend on rating of one trait or behaviour is called halo effect.
 - v) E-Recruitment has the potential to reduce geographical barriers to employment on a global scale.

Q2) Write a short answer (Any 2) [14]

- a) Scope of International Human Resource Management.
- b) Types of International Assignments.
- c) Expatriation and Repatriation.
- d) Cultural Sensitivity.

Q3) Write a long answer: (Any 2) [24]

- a) What is Human Resource Management? Differentiate between Domestic Human Resource Management and International Human Resource Management.
- b) Explain the various Staffing Approaches in International Human Resource Management.
- c) Define Compensation Management. Explain the various issues in Compensation Management.
- d) Define Organisational Culture. Explain types and strategies of Organisational Culture.

