

Total No. of Questions : 3]

SEAT No. :

PA-2029

[Total No. of Pages : 2

[5955]-606

T.Y. B.B.A. (Semester - VI)

**B605 : INTERNATIONAL HUMAN RESOURCE MANAGEMENT - I
(2019 Pattern) (CBCS)**

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) Fill in the Blanks (any 4) :

[4]

- i) Domestic HRM is done at the _____ level.
 - a) Global
 - b) State
 - c) National
 - d) None of these
- ii) One of the crucial activities for HR managers is the _____.
 - a) Production Planning
 - b) Marketing
 - c) HR Planning
 - d) Logistic Management
- iii) _____ approach reflects the geographic strategy and structure of MNEs.
 - a) Geocentric
 - b) Ethnocentric
 - c) Polycentric
 - d) Region-centric
- iv) _____ has the potential to reduce geographical barriers to employment on a global scale.
 - a) Head Hunting
 - b) Cross National Advertising
 - c) E-Recruitment
 - d) Local Market
- v) _____ approach provides uniformity among all cities/countries and employees of all nationalities.
 - a) Lumpsum
 - b) Buffet
 - c) Global
 - d) Cluster systems

P.T.O.

B) Match the following : [4]

- | | |
|-----------------------------|---|
| i) Organisational Structure | a) Workforce is found to be more creative and adaptable |
| ii) Multicultural | b) Diversity is viewed as an integral part |
| iii) Creativity | c) Similar to diversity |
| iv) Strategic Planning | d) Internal aspects of environment |

C) True or False (Any 4) : [4]

- i) Culture is learnt from the environment and interaction at workplace and social spheres.
- ii) International labour market is an informal employment market that exists globally to meet the supply and demand of talent for MNCs.
- iii) Domestic HRM is done at the global level.
- iv) Basic pay takes the form of wage or salary.
- v) Psychometric tests are used for personality and competence assessment and linguistic ability assessment.

Q2) Short Answer (Attempt any 2 out of 4) : [14]

- a) International HRM.
- b) Forms of International compensation.
- c) Cultural Sensitivities.
- d) Cross culture theory.

Q3) Long Answer (Attempt any 2 out of 4) : [24]

- a) Give the definition and meaning of IHRM. What are the principles of International Human Resource Management?
- b) Explain different approaches to Multinational Staffing Decisions.
- c) Explain in detail approaches to international Compensation.
- d) What is Culture? Explain types and strategies of organisation Culture.

