

Total No. of Questions : 3]

SEAT No. :

P-1954

[Total No. of Pages : 3

[6035]-606

T.Y. B.B.A. (I.B)

**B 605: INTERNATIONAL HUMAN RESOURCE  
MANAGEMENT - I**

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

- a) The country where the headquarters of a multinational company is located is known as \_\_\_\_\_.  
(Host country, Home country, Third country)
- b) \_\_\_\_\_ is a major IHRM practice that means to open their recruitment process that enhance the attractiveness of global assignment.  
(Planning, Training, Staffing)
- c) In \_\_\_\_\_ approach subsidiaries are managed by staff form the home country (PCNs).  
(Ethnocentric, Polycentric, Geocentric)
- d) The internal aspects of environment include \_\_\_\_\_.  
(Organisation structure, Social issues, Political issues)
- e) \_\_\_\_\_ workforce is found to be more creative and adaptable.  
(Multicultural, Skilled, Knowledgeable)

**P.T.O.**

B) Match the following :

[4]

Column A	Column B
a) Localisation approach	i) Multidimensional
b) Creativity	ii) Salary level in host country approach
c) Diversity	iii) Similar to diversity
d) Strategic Planning	iv) Diversity is viewed as an integral part

C) True or False (Any 4) :

[4]

- a) Multicultural workforce is found to be more creative and adaptable.
- b) Basic pay takes the form of wage or salary.
- c) Polycentric approach reflects the geographic strategy and structure of MNEs.
- d) Domestic HRM is done at the state level.
- e) Home country is one where the headquarter of MNC & TNC is located.

Q2) Write a short answer (Any 2) :

[14]

- a) International labour market.
- b) Emerging issues in compensation management.
- c) Cultural sensitivity and its importance.
- d) Global Challenges in HRM in the 21<sup>st</sup> Century.

**Q3) Write a short answer (Any 2) :**

**[24]**

- a) Define International Human Resource Management (IHRM) and write objectives and principles of International Human Resource Management (IHRM).
- b) What is Expatriation? Explain role & Challenges of an expatriate.
- c) What is Performance Management? Explain issues and challenges in International Performance Management.
- d) Define organisational Culture. Explain types and strategies of organisational Culture.

\* \* \*