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SEAT No. :

P6051

[Total No. of Pages : 2

[6145]-606

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

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

(CBCS 2019 Pattern) (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) Which of these statements are not true?
 - i) Diversity, is leveraged through inclusion
 - ii) Inclusion is a pre-requisite for the functioning of a diverse workforce
 - iii) You can drive diversity and inclusion at the workplace as different yet effective strategies
 - iv) Diversity and inclusion both form an integral part of any organization's diversity and inclusion strategy
- b) Human resource management emphasis _____
 - i) Development of people
 - ii) Punishment of people
 - iii) Adoption of people
 - iv) None of these
- c) _____ is a performance appraisal technique that involves agreement between employee and manager on goals to be achieved in a given period.
 - i) Rating scales
 - ii) BARS
 - iii) BOS
 - iv) MBO
- d) In which decade did HRM originate?
 - i) 1950s
 - ii) 1970s
 - iii) 1980s
 - iv) 1990s
- e) The internal aspects of environment include _____.
 - i) Organisational structure
 - ii) Social issues
 - iii) Political issues
 - iv) Economic issues

P.T.O.

B) Match the following. [4]

1) Host Country	a) Done at the National Level.
2) Domestic HRM	b) Approach reflects the geographic strategy & structure of MNE's.
3) Diversity	c) Forms the foundation block of the International Compensation
4) Regio - Centric	d) Multidimensional
5) Basic Salary	e) Employees are belonging to the nation in which the subsidiary is situated

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

- a) Domestic HRM is done at the state level.
- b) Polycentric approach reflect the geographic strategy and structure of MNEs.
- c) E-recruitment has the potential to reduce geographical barriers to employment on a global scale.
- d) Creativity is a term similar to diversity.
- 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) Challenges in international performance management.
- c) Cross Culture Theory.
- d) Global Challenges in HRM in the 21st Century.

Q3) Write a short answer (Any 2) [24]

- a) Define International Human Resource Management (IHRM) and write importance and scope of international Human Resource Management (IHRM).
- b) What is Expatriation? Explain Challenges of an expatriate.
- c) Explain the forms of compensation and Key components of international compensation.
- d) Define Organisational Culture. Explain types and strategies of organisational Culture.

