

Total No. of Questions :3]

SEAT No. :

**PC1205**

**[6318]-406**

[Total No. of Pages :2

**T.Y. B.B.A. (International Business)**

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

**(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) \_\_\_\_\_ is a major IHRM practice that means to open their recruitment process that enhance the attractiveness of global assignment.
  - i) Planning
  - ii) Training
  - iii) Appraising performance
  - iv) Staffing
- b) In \_\_\_\_\_ approach subsidiaries are managed by staff form the home country (PCNs)
  - i) Ethnocentric
  - ii) Polycentric
  - iii) Geocentric
  - iv) Region-centric
- c) \_\_\_\_\_ Workforce is found to be more creative and adaptable.
  - i) Multicultural
  - ii) Skilled
  - iii) Knowledgeable
  - iv) Talented
- d) The internal aspects of environment include \_\_\_\_\_.
  - i) Organisational structure
  - ii) Social issues
  - iii) Political issues
  - iv) Economic issues
- e) \_\_\_\_\_ is a driving force for success.
  - i) Training
  - ii) Effective communication
  - iii) Education
  - iv) Morals

**P.T.O.**

B) Match the following. [4]

- |                  |  |
|------------------|--|
| a) Host country  | i) Done at the National Level  |
| b) Domestic HRM  | ii) Approach reflects the geographic strategy & structure of MNE's.          |
| c) Diversity     | iii) Forms the foundation block of the International Compensation            |
| d) Regio-centric | iv) Multidimensional   |
| e) Basic Salary  | v) Employees are belonging to the nation in which the subsidiary is situated |

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

- a) Home country is one where the headquarter of MNC & TNC is located.
- b) Domestic HRM is done at the state level
- c) Polycentric approach reflect the geographic strategy and structure of MNEs.
- d) E-recruitment has the potential to reduce geographical barrers to employment on a global scale.
- e) Creativity is a term similar to diversity.

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

- a) Scope of International Human Resource Management
- b) Emerging issues in compensation management
- c) Cultural sensitivity and its importance
- d) Types of International Assignments

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.

