

Roll No.

Total No. of Pages : 02

Total No. of Questions : 10

MBA (Sem.-4)

INTERNATIONAL HUMAN RESOURCE MANGEMENT

Subject Code : MBA-933-18

M.Code : 77816

Date of Examination : 05-05-2025

Time : 3 Hrs.

Max. Marks : 60

INSTRUCTIONS TO CANDIDATES :

1. **SECTION-A** contains **EIGHT** questions carrying **TWO** marks each and students has to attempt **ALL** questions.
2. **SECTIONS-B** consists of **FOUR** Subsections : Units-I, II, III & IV. Each Subsection contains **TWO** questions each carrying **EIGHT** marks each and student has to attempt any **ONE** question from each Subsection.
3. **SECTION-C** is **COMPULSORY** and consist of **ONE** Case Study carrying **TWELVE** marks.

SECTION-A

1. Write short notes on the following:
 - a) Language Training
 - b) Domestic Vs. International HRM
 - c) Industrial Peace
 - d) Sensitivity Training
 - e) Dual career couples
 - f) Industrial Relations
 - g) Managerial Know-how
 - h) Re-entry

SECTION – B

UNIT - I

2. What are the various steps required for a truly international conception of HRM?
3. What are the main similarities and difference between domestic and international HRM?

UNIT - II

4. *"Extensive training is must for international employees before sending on an international assignment"*. Elucidate.
5. Give various components of effective pre-departure training programs.

UNIT - III

6. What should be the main objectives for a multinational firm with regard to its compensation policies?
7. What are the challenges to performance management to organization in today's business scenario?

UNIT - IV

8. Discuss the significant issues and concerns of international IR.
9. What are the characteristics of multinationals that give labour unions cause for concern?

SECTION - C

10. Case study

Imagine you're the Vice-President of human resources for a Fortune 500 company. You've spent your entire career attempting to enhance the workplace for employees to support their productive work in the organization. You aligned the hiring process to serve the strategic needs of the organization, as well as implemented an effective performance management system. However, the performance management process is becoming less effective because managers are inflating employee ratings. Under this system, managers are evaluated as a 1, 2, 3 or 4 with 1 being the highest rating and 4 the lowest. In many cases, managers are required to give a 4 rating to the lowest 10 percent of employees each year. Those individuals receiving a rating of 4 for two consecutive years are often let go from the organization. The intent behind this system is that throughout the two-year process, evaluators are to meet frequently with the employees, counsel them and provide necessary development opportunities.

Question :

- a) What type of evaluation process would you say is being used in this case?
- b) Do you see these effects as positive or negative? Defend your position.

NOTE : Disclosure of Identity by writing Mobile No. or Making of passing request on any page of Answer Sheet will lead to UMC against the Student.