

Roll No.

**MBA-10/PGDHRM-10 (Master of Business Administration/
P.G Diploma in Human Resource Management)
Fourth Semester, Examination 2012
HR-2308
International Human Resource Management**

Time: 3 Hours

Maximum Marks: 60

Note: This paper is of **sixty (60)** marks containing **three (03)** sections. Learners are required to attempt the questions contained in these sections according to the detailed instructions given therein.

SECTION – A

(Long-answer - type questions)

Note: Section 'A' contains four (04) long-answer-type questions of fifteen (15) marks each. *Learners are required to answer two (02) questions only. (2*15=30)*

1. Explain the main characteristics of the four strategies for international assignments or staffing.
2. Explain the recruitment and selection methods followed in acquiring talent for international operations?
3. Discuss the new approaches to compensation and correlate how these have a bearing on international compensation.
4. What are the challenges that HR professionals encounter in retaining, developing and retrenching staff both in the parent country as well as in the host country?

SECTION – B

(Short – answer – type questions)

Note: Section ‘B’ contains eight (08) short- answer type questions of five (05) marks each. *Learners are required to answer four (04) questions only.* Answers of these questions must be restricted to two hundred fifty (250) words approximately. (4*5=20)

Briefly discuss *any four (04)* of the following;

1. Write a note on geocentric mode of international orientation
2. What are the roles of globetrotters?
3. Discuss dual-career couples.
4. What are the country–level differences in training? Explain.
5. Explain the reasons for differences in compensation between countries.
6. Write a note on developing staff through international assignments.
7. Explain the concept of contractual and co-operative mode of operations in context of internationalization?
8. How does domestic HRM differ from international HRM?

SECTION – C

(Objective – type questions)

Note: Section ‘C’ contains ten (10) objective –type questions of one (01) mark each. *All the questions of this section are compulsory.* (10*1=10)

Indicate whether the following are true or false;

1. Expatriate failure is defined as the premature return of an expatriate before the completion of the full tenure of the assignment. (T/F)

2. Broad-banding can be defined as the delayering of the pay structure and consolidation of existing pay grades into small number of wide bands. (T/F)

3. Co-determination is a process of participatory decision making in which workers are represented on the supervisory boards. (T/F)

4. In a geocentric approach of multinational organization, a MNC treats each of its subsidiaries as a distinct national entity with some decision making autonomy. (T/F)

5. In HCN training, the multinationals set up shops in host countries to take advantage of cheap labour with a view to imparting the needed skills, technical as well as managerial. (T/F)

Indicate the correct answer-option;

6. Which of the following correctly represents the four phases of repatriation process in sequential order?

(A) Preparation, Physical relocation, Transition, Re-adjustment.

(B) Re-adjustment, Physical relocation, Transition, Preparation

(C) Physical relocation, Preparation, Transition, Re-adjustment

(D) None of the above.

7. Which of the following is a type of expatriate compensation system?

(A) Balance sheet or Home-net-system.

(B) Local Market Rate.

(C) Hybrid.

(D) All the above.

8. Which of the following is not a type of approach in building Multinational/International organisation?

(A) Ethnocentric.

(B) Polycentric.

(C) Heliocentric.

(D) Regiocentric.

(E) None of the above.

9. Which of the following does not refer to the roles and responsibilities of an expatriate?

(A) An agent of direct control.

(B) An agent of socialization.

(C) A social reformer.

(D) A network builder

10. Which of the following is not a category of employee of an international firm?

(A) Host-country nationals.

(B) Parent- country nationals.

(C) Guest – country nationals

(D)Third –country nationals.