



Paper ID : 250415

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MBA
(SEM IV) THEORY EXAMINATION 2024-25
INTERNATIONAL HRM

TIME: 3 HRS

M.MARKS: 100

Note: Attempt all Sections. In case of any missing data; choose suitably.

SECTION A

1. Attempt all questions in brief. 2 x 10 = 20

Q no.	Question
a.	List any two differences between domestic and international HRM.
b.	State two functions of international HR planning.
c.	Mention two challenges in international performance management.
d.	Write any two international labor standards.
e.	Justify the importance of sensitivity in cultural diversity.
f.	Discuss any two corporate social responsibility (CSR) issues in MNCs.
g.	What is the role of global unions in international industrial relations?
h.	Differentiate between ethnocentric and polycentric staffing policies.
i.	Analyze the impact of globalization on industrial relations.
j.	Discuss one latest emerging trend in employee involvement.

SECTION B

2. Attempt any three of the following: 3 x 10 = 30

Q no.	Question
a.	Discuss expatriation in the context of IHRM.
b.	Examine how key issues related to diversity in global organizations are managed?
c.	Describe any three emerging trends in international HRM.
d.	Explain how performance management is done in international assignments.
e.	Describe the components of global compensation practices.

SECTION C

3. Attempt any one part of the following: 10 x 1 = 10

Q no.	Question
a.	Analyze the evolution and development of International HRM with examples.
b.	Develop a strategic plan for international HR planning for an MNC.

4. Attempt any one part of the following: 10 x 1 = 10

a.	Evaluate the significance of international training and development for employees.
b.	Evaluate the effectiveness of different global staffing strategies.

5. Attempt any one part of the following: 10 x 1 = 10

a.	Analyze the role of HRM in ensuring compliance with global labor standards
b.	Examine the various regional integration and framework agreements.

6. Attempt any one part of the following: 10 x 1 = 10

a.	Critically assess the role of HR in promoting cultural integration in MNCs.
b.	Analyze the convergence vs divergence debate in international HRM.

7. Attempt any one part of the following: 10 x 1 = 10

a.	Discuss in detail the role of HRM in mergers and acquisitions at the international level. Provide examples for support.
b.	Analyze the human resource and industrial relations challenges that multinational corporations (MNCs) face when operating across politically unstable regions. Propose strategic HR interventions to mitigate these risks.