

18. (a) Discuss the talent acquisition of human resources in International perspective.

Or

(b) Describe the Women Expats and Repatriation.

19. (a) Illustrate the key issues in International perspective of Industrial Relations.

Or

(b) Brief about the importance of diversity management.

20. (a) Explain the challenges faced in managing people in international context.

Or

(b) Discuss the methods of performance appraisal of International employees.

SECTION C — (3 × 10 = 30)

Answer any THREE questions

21. Examine the influence of Globalization and its impact on IHRM.

22. Illustrate the Global work life management.

23. Examine the training and development of employees at the Global context.

24. Explain the key issues of labour regulation in a global economy.

25. Critically examine the issues in Industrial relations at the Global level.

S.No. 1470

P 22 IBCC 1 B

(For candidates admitted from 2022–23 onwards)

M.I.B. DEGREE EXAMINATION, NOVEMBER 2022.

International Business – Core Choice Course

**INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

Time : Three hours

Maximum : 75 marks

SECTION A — (20 marks)

Answer ALL the questions

I. Multiple choice questions. (5 × 1 = 5)

1. To be effective in the international HRM policies must

- (a) reflect an international view
- (b) Focus on domestic issues
- (c) accommodate differences in management styles
- (d) effectively HRM policies from home country to all other offices

2. A person who lives and works in a foreign country

- (a) expatriate
- (b) holiday maker
- (c) International jet setter
- (d) Immigrant

3. HRM as practiced by multinational organizations is called
- global HRM
 - personnel management practices
 - domestic HRM
 - International HRM
4. Bureaucratic reward systems that emphasize fixed pay are preferred in
- Individualistic cultures
 - group oriented cultures
 - risk-averse cultures
 - egalitarian culture
5. When a person from one culture communicates with a person from another culture they are engaging in
- cross-cultural communication
 - two-way communication
 - multi focus communication
 - verbal communication
- II. Fill in the blanks. (5 × 1 = 5)
6. _____ is concerned with the HRM issues that cross national boundaries.
7. _____ is a person temporarily or permanently residing as an immigrant in a country other than that of their citizenship.

8. Host country nationals are employed because they know the tastes and preferences of the _____
9. _____ is the fundamental block for international compensation.
10. _____ is the main issue in International labour regulations.
- III. Answer ALL the questions (5 × 2 = 10)
11. Mention the objectives of IHRM.
12. What is meant by Repatriate?
13. List out the key elements of cross cultural relations.
14. What is meant by ethnocentric approach?
15. What is meant by hardship premium?

SECTION B — (5 × 5 = 25)

Answer ALL the questions

16. (a) Explain the features and elements of International Human Resource Management.
- Or
- (b) Discuss the issues in International HRM.
17. (a) Describe the role of knowledge management on IHRM.
- Or
- (b) Write short notes on Cross Cultural Management