

(6 pages)

S.No. 8585

P 22 IBCC 1 B

(For candidates admitted from 2022–2023 onwards)

M.I.B. DEGREE EXAMINATION, NOVEMBER 2023.

International Business – Core Choice Course

**INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

Time : Three hours

Maximum : 75 marks

SECTION A — (20 marks)

Answer ALL the questions.

(I) (A) Multiple choice questions: (5 × 1 = 5)

1. The scope of international human resource management (IHRM) includes

- (a) Staff Recruitment
- (b) Staff development
- (c) Compensation
- (d) All of the above

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

- (a) Global HRM
- (b) Personnel management practices
- (c) Domestic HRM
- (d) International HRM

4. The financial payments above and over a regular base for employees are called.

- (a) Ethnocentric allowances
- (b) Mobility premiums
- (c) Hardship allowances
- (d) Foreign service premiums

5. Managing human resources in the global context is indeed a

- (a) Simple process
- (b) Lengthy process
- (c) Smooth process
- (d) Complex process

(B) Fill in the blanks: (5 × 1 = 5)

6. _____ involves the application of HRM practices to an international setting.

7. IHRM involves _____ of the right people at the right positions irrespective of geographic locations.

8. Host country nationals are employed because they know the tastes and preferences of the _____

9. An employee International Compensation objective include compensation based on _____

10. _____ is the main issue in International labour regulations

(II) Answer the following questions: (5 × 2 = 10)

11. Define IHRM.

12. What is meant by Expatriate?

13. List out the key elements of cross cultural relations.

14. What is meant by work diversity?

15. What is meant by hardship premium.

SECTION B — (5 × 5 = 25)

Answer ALL questions, choosing either (a) or (b).

16. (a) Explain the nature and scope of International Human Resource Management.

Or

(b) Distinguish between Domestic HRM and International HRM.

17. (a) Describe the transfer of HR practices in MNCs.

Or

(b) Write short notes on Cross Cultural Management.

18. (a) Discuss the key components of International Compensation.

Or

(b) Bring out the differences between Expatriation 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 of the following questions.

21. Explain the different approaches to IHRM.

22. Illustrate the diffusion of International HRM in MNCs.

23. Examine the talent acquisition of employees at the Global context.

24. Explain the trends and future challenges of IHRM

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