

PARUL UNIVERSITY
FACULTY OF MANAGEMENT
MBA Winter 2019 - 20 Examination

Semester: 3
Subject Code: 06202203
Subject Name: International Human Resource Management

Date: 4/12/2019
Time: 10:30am to 1:00pm
Total Marks: 60

Instructions

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Make suitable assumptions wherever necessary.
4. Start new question on new page.

Q.1 Do as Directed.**A). Multiple choice type questions/Fill in the blanks. (Each of 1 mark)****(05)**

1. When an international firm follows a strategy of choosing only from the nationals of the parent country, it is called

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|-------------------------|--------------------------|
| a) polycentric approach | c) ethnocentric approach |
| b) geocentric approach | d) None of the above |

2. Factors that affect Global Human Resource Management are

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|---------------------|---------------------|
| a) economic factors | c) cultural factors |
| b) societal factors | d) all of above |

3. If employee is citizen of country where company headquarters are located and work in other country where its operation is located then employee is considered as

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|----------------------------|---------------------------|
| a) Third country nationals | c) Expatriates |
| b) Third world employees | d) Host country nationals |

4. Which of the following factors is not related directly to the success of expatriate assignments?

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|--|--|
| a) the personality of expatriate employees | c) the incapability of the spouse to adjust to the new situation |
| b) the intentions of expatriate employees | d) the nature of products produced by the company |

5. United States citizen works in China in subsidiary of company whose headquarter is located in United States is an example of

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|------------------------------------|---|
| a) Management of expatriates | c) Management of small businesses internationally |
| b) World-wide management of people | d) Management of international organisations |

B). Define the following. (Each of 1 mark)**(05)**

1. Polycentric
2. Repatriation
3. Parent Country Nation
4. Conglomerate
5. Expatriate

C). Direct questions. (Each of 1 mark)**(05)**

1. What is Globalization?
2. Dual Career Couple?
3. What is International Staffing?
4. female Expats
5. What is international merger and acquisition?

Q.2 Answer the following questions.

A). What do you mean by International HRM? What are the differences between Domestic HRM and IHRM? **(07)**

B). Write a note on female Expats. **(08)**

Q.3 Answer the following questions.

Mr. Ram is working as a HR manager in ABC Pvt. Ltd. Which is MNC? ABC ltd is

A). going to merge with XYZ Ltd. (MNC) within a month. What would be the role of Mr. Ram in terms of IHRM at the time of merger? **(07)**

B). Explain model of IHRM with diagram. **(08)**

Q.4 Attempt any two questions. **(Each of 7.5 mark)** **(15)**

1. Mr. Mayur is working as a HR executive in one reputed MNC. At the time of international staffing, his CEO believes in recruiting HCN but Jon don't believe in recruiting HCN. How Mayur will justify by explaining the disadvantages of using HCN?

2. Explain process of Repatriation and how to manage repatriation?

3. Mr.Jhon is the senior HR executive in one MNC. In his company at the time of international staffing discussion, Mr.Jhon was in favor of using TCN. What are the points he should share with his management?

4. Explain different Training Methods for an expatriate?