

**PARUL UNIVERSITY**  
**FACULTY OF MANAGEMENT**  
**MBA Winter 2018 - 19 Examination**

**Semester: 03**  
**Subject Code: 06202203**  
**Subject Name: International Human Resource Management**

**Date: 02/11/2018**  
**Time: 2:00 pm to 4:30 pm**  
**Total Marks: 60**

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**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. Which of the following must be considered by an organization when developing expatriate's compensation
  - a) Relocation reimbursement
  - b) Currency exchange rates
  - c) Expatriate Bonus
  - d) all of the above
2. "Individual performance management does not involve job analysis, job goals, and standards and performance appraisal." Is the above sentence true or false?
  - a) True
  - b) False
- 3 Full form of SEM is Single Europe Market
  - a) True
  - b) False
- 4 The country where the headquarters of a multinational company is located is known as \_\_\_\_\_
  - a) host country
  - b) Third country
  - c) home company
  - d) none of the above
- 5 Balance sheet approach is not the most common method to calculate international compensation". Is the above sentence true or false
  - a) True
  - b) False

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

1. International HRM
2. International Compensation
3. Performance management
4. Retrenchment
5. International Recruitment and selection

**C). Explain the terms: (Each of 1 mark) (05)**

1. Expatriate
2. Repatriation
3. International HRP
4. Merger
5. Polycentric

**Q.2 Answer the following questions.**

**A). Explain the recent trends in international staffing (07)**

**B). Explain how would you train an expatriate? (08)**

**Q.3 Answer the following questions.**

**A). Explain which staffing method will you prefer? Explain why? (07)**

**B). Explain the Hofstede culture dimensions (08)**

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

1. Explain the role of HRM in case of mergers and acquisitions.
2. Explain the repatriation process for an expat?
3. What according to you would be the future of international HRM?
4. How can you manage the performance of an expatriate?