

**PARUL UNIVERSITY**  
**FACULTY OF SOCIAL WORK**  
**MSW-HRM, Winter 2019-20 Examination**

Semester: 3

Subject Code: 10202230

Subject Name: International HRM

Date: 27/11/2019

Time: 02:00pm to 04:30 pm

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 A) Multiple Choice Questions: (10)**

1. The country where the headquarters of a multinational company is located is known as \_\_\_\_\_.
  - a) Third country
  - b) Host country
  - c) Home country
  - d) None of the mentioned
2. Which of the following factors is not related directly to the success of expatriates' assignments?
  - a) The nature of products produced by the company
  - b) The personality of expatriate employees
  - c) The incapacity of the spouse to adjust to the new situations
  - d) The intentions of expatriate employees
3. According to Chinese context, "Guanxi" is a system of social networks and influential relationships which facilitate business and other dealings.
  - a) True
  - b) False
4. When foreign subsidiaries have an autonomy and strategic decisions are made at headquarters, it is \_\_\_\_\_ approach.
  - a) Polycentric
  - b) Geocentric
  - c) Ethnocentric
  - d) Regiocentric
5. There are 3 categories of employees of an international firm.
  - a) True
  - b) False
6. The full form of ITS is International trade secretariats.
  - a) True
  - b) False
7. When a multinational firm follows a strategy of choosing only from the nationals of the parent country is known as \_\_\_\_\_ approach.
  - a) Polycentric
  - b) Geocentric
  - c) Ethnocentric
  - d) Regiocentric
8. In managing international compensation, approach in which package compensation equalizes cost between home country and international employees is called \_\_\_\_\_ approach.
  - a) Cash flow
  - b.) Balance sheet
  - c) Headquarters
  - d.) Income statement
9. "Commuters assignments cannot be referred as commuter marriages".
  - a) True
  - b) False
10. Full form of SEM is Single Europe Market.
  - a) True
  - b) False

**Q.1 B) Explain the role of expatriate. (05)****Q.2 A) Answer in one sentence. (10)**

1. What do you mean by dual career couple?
2. What is performance management?
3. What is repatriation?
4. What do you mean by virtual assignments?
5. What is PCN?
6. What is poaching?
7. What are soft goals?
8. What is expatriate?
9. What is international compensation?
10. What do you mean by ethnocentric approach?

**Q.2 B) Define the following terms. (05)**

1. International Human Resource Management

2. International Recruitment

**Q.3 A) What are the key issues in international industrial relations? Explain the point of view of Trade Unions to multinationals (10)**

**OR**

**Q.3 A) Discuss the factors moderating performance of an expatriate. (10)**

**Q.3 B) Discuss the steps in Human Resource Planning. (05)**

**Q.4 A) What factors influence the global work environment? (10)**

**Q.4 B) Discuss the control mechanisms of the firm. (05)**

**OR**

**Q.4 B) What factors will you consider before selecting an employee for international assignment? (05)**