

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Winter – 2018-19 Examination

Semester: 3**Subject Code: 10202230****Subject Name: International HRM****Date: 01/11/2018****Time: 10:30 am to 1:00 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) MCQ/True or False (Each of one marks)**(10)**

1. There is no universal approach to management is a myth.
2. The country where the headquarters of a multinational company is located is known as _____
 a. host country b. home company c. Third country d. none of the above
3. “Commuters assignments cannot be referred as commuter marriages”
4. According to Chinese context, “Guanxi” is the system of social networks and influential relationships which facilitate business and other dealings.
5. Which of the following must be considered by an organization when developing expatriate compensation?
 a. Relocation reimbursement b. Currency exchange rates
 c. Expatriate Bonus d. all of the above
6. Which of the following factors is not related directly to the success of expatriates’ assignments?
 a. the personality of expatriate employees
 b. the intentions of expatriate employees
 c. the incapacity of the spouse to adjust to the new situations
 d. the nature of the products produced by the company
7. Individual performance management involves job analysis, job goals, and standards and performance appraisal.
8. “Balance sheet approach is the most common method to calculate international compensation”.
9. 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
10. One of the reasons why, expatriate is not successful in an international assignment is his inability to adjust to foreign culture.

Q.1 B) What factors will you consider before selecting an employee for international assignment?**(05)****Q.2 A) Answer in one sentence. (Each of one marks)****(10)**

1. What is dual career couples?
2. What is TCN?
3. What do you mean by poaching?
4. Who is an expatriate?
5. What is the role of a mentor when we talk about expatriate?
6. What do you mean by social dumping?
7. What do you mean by performance management?
8. State one difference between expatriate and inpatriate
9. What is re-entry shock?
10. What is employee retention?

- Q.2 B) Define the following terms. (05)**
1. Define International HRM
2. Performance appraisal
- Q.3 A) What is international Compensation? Explain the approaches to international compensation. (10)**
OR
- Q.3 A) When you as an HR, ask an expatriate to return back home, what do you think will be the reactions of your employee? (10)**
- Q.3 B) If you have been asked to prepare pre departure training of an employee, which components will you include? (05)**
- Q.4 A) What are the key issues in international industrial relations? Explain the point of view of Trade Unions to multinationals (10)**
- Q.4 B) Explain the repatriation process (05)**
OR
- Q.4 B) How will you evaluate the performance of an expatriate? (05)**