

PARUL UNIVERSITY
FACULTY OF SOCIAL WORK
MSW-HRM, Winter 2017-18 Examination

Semester: 3**Subject Code: 10202230****Subject Name: International HRM****Date: 03/01/2018****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**(10)**

1. “International HRM enhances employee’s effectiveness to achieve goals of the organization and meet the needs”. Is this statement true or false?
a) True b) False
2. “In Regiocentric, regional managers may be promoted to headquarters positions but cannot enjoy a degree of regional autonomy.” Is this statement true or false?
3. What do you call the process of an employee returning to her home country after a foreign assignment?
a) Expatriate b) Homecoming c) Repatriate d) None
4. When the firms adopt a strategy of limiting recruitment to the nationalities of host country where the branch is located is called _____ approach
a) Polycentric b) Geocentric c) Ethnocentric d) Regiocentric
5. In managing international compensation, approach in which package compensation equalizes cost between home country and international employees is called _____ approach
a) Headquarters b) Cash flow c) Income statement d) Balance-sheet
6. There is no universal approach to management is a myth
a) True b) False
7. The full form of ITS is _____
a) International trade secretariats b) Internal trade secretariats
c) International trade society d) Intra trade secretariats
8. 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
9. There are two divisions of International HRM.” Is this statement true or false?
a) True b) False
10. One of the reason why, expatriate is not successful in an international assignment is his inability to adjust to foreign culture
a) True b) False

Q.1 B) Explain the various issues in staff selection.**(05)****Q.2 A) Answer in one sentence. (Each of one marks)****(10)**

1. How is international HRM different from Domestic HRM?
2. What is dual career couples?
3. Explain the concept of PCN.
4. What is social dumping?
5. What is performance management?
6. What is retrenchment?
7. What are virtual assignments?

8. Who is an expatriate?
9. What do you understand by the term poaching?
10. Commuter assignments are even known as?

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

1. International HRM
2. International Performance appraisal.

Q.3 A) What are the key issues in international industrial relations? (10)

OR

Q.3 A) Explain the various approaches to staffing? Which approach do you prefer and why? (10)

Q.3 B) Which approach will you consider for international compensation? Explain (05)

Q.4 A) Post 1991 reforms IHRM gained importance. Do you agree? Explain. (10)

Q.4 B) How will you evaluate the performance of an expatriate? (05)

OR

Q.4 B) When there are chances of re-entry of your expatriate in your home country, which process will you follow to make his entry smoother back in the home country? (05)