

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

Semester: 3**Subject Code: 10202230****Subject Name: International HRM****Date: 03/05/2019****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/ Fill in the blanks. (Each of one marks) (10)

1. According to Chinese context, "Guanxi" is the system of social networks and influential relationships which facilitate business and other dealings
2. When the firms adopt a strategy of limiting recruitment to the nationalities of host country where the branch is located is called _____ approach
 - a. Ethnocentric
 - b. Regiocentric
 - c. Polycentric
 - d. Geocentric
3. 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 nature of the products produced by the company
 - d. the incapacity of the spouse to adjust to the new situations
4. Which of the following must be considered by an organization when developing expatriate compensation?
 - a. Relocation reimbursement
 - b. Expatriate Bonus
 - c. Currency exchange rates
 - d. All of the above
5. The country where the headquarters of a multinational company is located is known as _____ country
 - a. host
 - b. third
 - c. home
 - d. none of the above
6. Individual performance management does not involve job analysis, job goals and standards and performance appraisal
7. In managing international compensation, approach in which package compensation equalizes cost between home country and international employees is called _____ approach
 - a. balance-sheet
 - b. headquarters
 - c. cash flow
 - d. none of above
8. One of the disadvantages of ethnocentric is that it limits the promotion opportunities of HCN's which may lead to reduced productivity and increased turnover among that group
9. Repatriation can be divided into three related phases which are preparation, transition and readjustment
10. Performance targets is one of the informal control mechanisms

Q.1 B) If you have been asked to prepare pre departure training of an employee, which components will you include? (05)**Q.2 A) Answer in one sentence. (Each of one marks) (10)**

1. What do you mean by dual career couple?
2. What do you mean by social dumping?
3. What do you mean by performance management?
4. What do you mean by TCN?
5. What do you mean by virtual assignments?
6. What do you mean by soft goals?
7. What do you mean by repatriation?
8. What do you mean by expatriate?

9. What do you mean by social dumping?

10. What do you mean by poaching?

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

1. International Recruitment

2. International HRM

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) Define repatriation. Design a program for repatriates (10)

Q.3 B) What factors will you consider before selecting an employee for international assignment? (05)

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

OR

Q.4 B) What do you mean by international compensation? Explain about going rate approach? (05)