

Seat No: _____

Enrollment No: _____

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

Semester: 3

Subject Code: 10202230

Subject Name: International HRM

Date: 31/05/2018

Time: 10:30am – 01:00pm

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. 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 of the above
2. According to Chinese context, “Guanxi” is the system of social networks and influential relationships which facilitate business and other dealings. (True or False)
3. There is no universal approach to management is a myth. (True or False)
4. Commuters assignments cannot be referred as commuter marriages”. Is this statement true or false?
5. Expat and repat are the same. (True or False)
6. One of the reason why, expatriate is not successful in an international assignment is his inability to adjust to foreign culture. (True or 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. “Balance sheet approach is the most common method to calculate international compensation”. Is this True or False.
9. Full form of SEM is Single Europe Market. (True Or False)
10. 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

Q.1 B) How will you evaluate the performance of an expatriate? (05)

Q.2 A) Answer in one sentence. (Each of one marks) (10)

1. What is poaching?
2. What is performance management?
3. What is international Recruitment?
4. Define international performance appraisal.
5. What is a dual career couple?
6. Who is an expatriate?
7. What are virtual assignments?
8. What is poaching?
9. Computer assignments are even know as?
10. What are soft goals?

- Q.2 B) Define the following terms. (05)**
1. What is social dumping?
2. What is meant by differentiation and integration?
- Q.3 A) Define repatriation. Design a program for repatriates. (10)**
- OR**
- Q.3 A) Explain the selection process of expat. (10)**
Q.3 B) If you have been asked to prepare pre departure training of an employee, which (05)
components will you include?
- Q.4 A) What are the key issues in international industrial relations? Explain the point of view of (10)**
Trade Unions to multinationals.
- Q.4 B) Explain the role of corporate HR function. (05)**
- OR**
- Q.4 B) What are the objectives of international compensation? (05)**