

**PARUL UNIVERSITY**  
**FACULTY OF COMMERCE**  
**B.Com. (Hons) Summer 2018 – 19 Examination**

**Semester: 6**  
**Subject Code: 16104353**  
**Subject Name: International Human Resource Management**

**Date: 12/04/2019**  
**Time: 10:30am to 1:00pm**  
**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 Do as directed.****A) Multiple choice type questions. (Each of one mark) (06)**

1. Which of the following is not a driver of Globalization
  - a) Changing Culture
  - b) Flexible Government Policies
  - c) Availability of Labour
  - d) Technical Innovation
2. ILS stands for \_\_\_\_\_.
  - a) International Labour Scheme
  - b) Industrial Labour System
  - c) International Labour Standards
  - d) International Law Subsidiary
3. \_\_\_\_\_ is a team whose members are located in different countries and cities all over the world.
  - a) Local Virtual Team
  - b) Global Virtual Team
  - c) E-Team
  - d) Multinational Team
4. \_\_\_\_\_ is a team whose members belong to one and the same company.
  - a) Local Virtual Team
  - b) Global Virtual Team
  - c) E-Team
  - d) Multinational Team
5. In this structure the company treats each of its major products as a distinct strategic unit.
  - a) Global Functional Structure
  - b) Global Product Structure
  - c) Global Matrix Structure
  - d) Global Area Structure
6. Employees belonging to the nation in which the subsidiary is situated are known as \_\_\_\_\_.
  - a) Home Country Nationals
  - b) Host Country Nationals
  - c) Parent Country Nationals
  - d) Third Country Nationals

**B) Definitions / One-liners / Terms. (Each of one mark) (06)**

1. Define IHRM.
2. Explain the following terms –
  - a) International Geographical Structure
  - b) International Product Structure
3. Which are the two main bodies involved in reform of the labour markets.
4. Define Virtual Teams.
5. Define Parent Country Nationals.

**Q.2 Numerical / Short Note Questions. (Each of 04 mark) (12)**

1. Explain the need for HRIS.
2. Discuss the key components of International Compensation.
3. Briefly explain the process of virtual team management.

**Q.3 Answer the following. (Any Three) (18)**

1. Explain the factors of International Industrial Relations.
2. Explain in detail the components of effective Pre-departure Training Programme.
3. Discuss in detail the selection criteria adopted by IHRM.
4. Explain the variables that influence the performance of the expatriates.

**Q.4 Answer the following. (Any two) (18)**

1. Explain in detail the Functions of IHRM.
2. Define HRIS. Explain in detail the sub-systems of HRIS.
3. Define International Recruitment. Discuss in detail the approaches of multinational recruitment with their advantages and disadvantages.