

Duration: 2.5 Hours

Marks: 75

N.B. 1 All the questions are compulsory

2 Figures to the right indicate the maximum marks

Q. 1 A Fill in the blanks (Any 8) 8

- 1 _____ employees on cross-cultural communication becomes extremely essential when a company has customers residing in many different countries.
a) Selecting b) Hiring c) Training d) Guiding
- 2 Professor _____ used to say: "Culture is more often a source of conflict than a Synergy.
- 3 Globalization is the process of integrating regions through societies, political systems, economies and cultures.
a) Diversifying b) Separating c) integrating d) None of these
- 4 _____ approach is the most common system in usage by multinational firms.
- 5 The compensation should be such that it offers financial protection in terms of benefits, social security.
a) Freedom b) Restriction c) Protection d) None of these
- 6 India has emerged as a key _____ destination over the past decade.
- 7 The _____ approach seeks the best people for key jobs throughout the organization, regardless of nationality.
- 8 Managing _____ is as important as managing any technical side.
- 9 In virtual organizations, Jobs are variable and of _____ term.
- 10 _____ issues surrounding labor management practices may have significant impacts on the global reputation of MNCs.
a) Financial b) Ethical c) Social d) Legal

Q. 1 B State whether the statement true or false (Any 7) 7

- 1 HR departments of multinational organizations invest a lot of resources and effort into selecting and training expatriates.
- 2 A diverse culture in a workplace means the organizations employ workers from a wide array of backgrounds.
- 3 Employer do not cover the expense of one or more trips back to the home country each year.
- 4 When a business internationalizes, the human resource management responsibilities, such as recruitment and hiring, compensation and health and safety, take on international characteristics requiring international human resource management professionals to facilitate human resource management practices with a global focus.
- 5 Cultural values also influence the interpretation and implementation of the laws.

- 6 Adopting a multi-domestic business strategy typically means that a firm views each national market as a specialized market for its subsidiaries' products and services, and as such involves being responsive to needs, values and demands of the local market.
- 7 There has been a steady decline in the use of international joint ventures (where two or more firms create a new business entity) as an internationalisation option.
- 8 Behaviors are a much better option to use in an appraisal than traits.
- 9 Subsidiaries can be developed in several ways, including involvement in greenfield or brownfield projects.
- 10 Parent country is where the firm's subsidiary is located.
- Q. 2 A. Explain the concept of cultural diversity & advantages of diverse culture in the workforce. 8
- B Explain the functions of IHRM. 7
- OR**
- C What are the reasons for expatriate's failure? 8
- D Explain the concept of PCN, TCN & HCN in detail 7
- Q. 3 A Explain the meaning of Repatriation and process of repatriation 8
- B Differentiate between IHRM and Domestic HRM 7
- OR**
- C State the significance of Off-Shoring. 8
- D Explain the criteria of expatriate selection 7
- Q. 4 A Discuss how projects are managed across the world. 8
- B Explain the features of virtual organization. 7
- OR**
- C Explain the concept of international compensation with its objectives 8
- D Explain the concept IHRM with its objectives & functions. 7
- Q. 5 A Explain the benefits of cross cultural training. 8
- B Explain the concept of cultural diversity & advantages of diverse culture in the workforce. 7
- OR**
- Q. 5 C Write short notes (Any 3) 15
- 1 Factors in selection of expatriates.
 - 2 Off-shoring.
 - 3 International performance management.
 - 4 Women and Expatriation.
 - 5 Global Diverse workforce