

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA INTEGRATED/MAM - SEMESTER– IX EXAMINATION – SUMMER 2021****Subject Code: 4190543****Date: 05/08/2021****Subject Name: International Human Resource Management****Time: 02:30 PM TO 05:30 PM****Total Marks: 70****Instructions:**

1. Attempt all questions.
2. Make suitable assumptions wherever necessary.
3. Figures to the right indicate full marks.

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|------------|---|-----------|
| <b>Q.1</b> | (a) Define International HRM. Explain the difference between Domestic and International HRM.                      | <b>07</b> |
|            | (b) Explain the different role of corporate HR Function.  | <b>07</b> |
| <b>Q.2</b> | (a) Describe the various approaches of staffing in IHRM with its advantages and disadvantages.                    | <b>07</b> |
|            | (b) Explain the issue of Staff Selection in International assignment.   | <b>07</b> |
| <b>OR</b>  |   |           |
| <b>Q.2</b> | (b) Write a short note on Dual career couple.   | <b>07</b> |
| <b>Q.3</b> | (a) Explain the components of pre-departure training programs.  | <b>07</b> |
|            | (b) Enlist some key components of an international compensation program & explain them in detail.                 | <b>07</b> |
| <b>OR</b>  |   |           |
| <b>Q.3</b> | (a) Explain the factors that moderate performance.  | <b>07</b> |
|            | (b) Explain the repatriation process in brief.  | <b>07</b> |
| <b>Q.4</b> | (a) Explain Standardization in IHRM.  | <b>07</b> |
|            | (b) Elaborate the roles and response of Unions in Multinationals.   | <b>07</b> |
| <b>OR</b>  |   |           |
| <b>Q.4</b> | (a) Discuss the factors influencing the global work environment.  | <b>07</b> |
|            | (b) Explain the issues faced by staff regarding language, work policies & practices.                              | <b>07</b> |
| <b>Q.5</b> | (a) Define the term International Industrial Relation. Explain issues faced in International Industrial Relation. | <b>07</b> |
|            | (b) Explain Digital Economy. Explain its impact over HRM.   | <b>07</b> |
| <b>OR</b>  |   |           |
| <b>Q.5</b> | (a) Briefly explain Performance Appraisal System of international employees.                                      | <b>07</b> |
|            | (b) Write a short note on the issues of social dumping.   | <b>07</b> |

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