

**GUJARAT TECHNOLOGICAL UNIVERSITY****MBA(AM) - SEMESTER- IX EXAMINATION – WINTER 2019****Subject Code: 4190543****Date: 16/11/2019****Subject Name: International Human Resource Management****Time: 10:30AM to 01:30PM****Total Marks: 70****Instructions:**

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

- Q.1** (a) Elaborate different role of corporate HR Function. **07**  
 (b) State and explain role of Non- Expatriate. **07**
- Q.2** (a) Training plays important role in success of international HRM- explain in detail **07**  
 (b) Discuss About re-entry shock? Explain the Factor contributing to re-entry shock. **07**
- OR**
- (b) Describe meaning of standardization of work? Which factors influencing standardization of work practice. **07**
- Q.3** (a) Design a Repatriation program for Expatriate. **07**  
 (b) Discuss the Four approaches to staffing in International human resource management. **07**
- OR**
- Q.3** (a) Discuss cultural variation across nationals as per Hofstede's five dimensions **07**  
 (b) State & Explain factors that influence the expatriate selection. **07**
- Q.4** (a) Objective for multinational firm with regards to its compensations policies **07**  
 (b) Discuss the factors influencing the global work environment. **07**
- OR**
- Q.4** (a) Objective of International Compensation & Enlist some key components of an international compensation program & explain them in detail. **07**  
 (b) How will you appraise the employees working for an international assignment? **07**
- Q.5** (a) What are the challenges of performance appraisal in international human resource management? **07**  
 (b) Explain Digital Economy. Explain its impact over HRM. **07**
- OR**
- Q.5** (a) Elaborate the roles and response of Unions in Multinationals. **07**  
 (b) Language should not be barrier to employees who are working with Multinationals. What are the negative sides of not being capable to deal with corporate language competence? **07**

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