

GUJARAT TECHNOLOGICAL UNIVERSITY**MAM - SEMESTER- IX EXAMINATION – WINTER 2022****Subject Code: 4190543****Date: 15/12/2022****Subject Name: International Human Resource Management****Time: 10:30 am to 01:30 pm****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) Define International Human Resource Management. Explain the differences and similarities between domestic HRM and International HRM. **07**
- (b) Describe the various approaches of staffing in IHRM with its advantages and disadvantages. **07**
- Q.2** (a) Elaborate the different role of corporate HR Function. **07**
- (b) What are the most important factors involved in the selection decision? **07**
- OR**
- Q.2** (b) Write a brief note on Dual Career Couple. **07**
- Q.3** (a) Describe the Repatriation process in brief. **07**
- (b) Discuss the factors influencing the global work environment. **07**
- OR**
- Q.3** (a) You are working as an HR manager in IT firm who has started with global expansion. Design an effective pre departure training program for him and also design ways by which you will counsel him for international assignment. **07**
- (b) Repatriation is shocking factor for an expatriate. Justify the statement and suggest measures for handling it in an effective manner. **07**
- Q.4** (a) Define the term International Industrial Relation. Explain issues faced in International Industrial Relation. **07**
- (b) What do you mean by cross cultural training? How does it assist in managing diversity? **07**
- OR**
- Q.4** (a) Explain the response of trade unions to multinationals in detail. **07**
- (b) Write a short note on the issues of social dumping. **07**
- Q.5** (a) Language should not be a barrier to employees who are working with Multinationals. What are the negative sides of not being capable to deal with corporate language competence? **07**
- (b) Explain various approaches to International Compensation. **07**
- OR**
- Q.5** (a) What is Digital Economy? Explain its impact over HRM. **07**
- (b) Discuss in detail the factors influencing Standardization. **07**