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MBA
(SEM IV) THEORY EXAMINATION 2022-23
INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours**Total Marks: 100****Note:** Attempt all Sections. If require any missing data; then choose suitably.**SECTION A****1. Attempt all questions in brief. 2 x 10 = 20**

- (a) Define HRP.
- (b) Explain geocentric approach.
- (c) Define pre-departure training.
- (d) What is wage system in IHRM?
- (e) Discuss the role of culture in strategic decision making.
- (f) Explain regional integration.
- (g) What is the significance of shift in culture?
- (h) Mention about the scope of employee involvement.
- (i) Define global diversity in the context of IHRM.
- (j) Write down about the honeymoon phase in IHRM.

SECTION B**2. Attempt any three of the following: 10 x 3= 30**

- (a) Discuss IHRM. Also discuss the role, scope and features of IHRM.
- (b) Define expatriates. Also explain expatriates selection process for global assignments.
- (c) Explain quality circle and the steps involved in quality circle.
- (d) What is sensitivity to cultural diversity? Explain in detail.
- (e) Define the expanding role of IHRM in the context of McDonald.

SECTION C**3. Attempt any one part of the following: 10 x 1= 10**

- (a) Explain global human resource management. What are the major global HR functions?
- (b) Describe the capabilities of a human resource manager in home country and foreign country.

4. Attempt any one part of the following: 10 x 1= 10

- (a) How the knowledge of labor laws and leadership training provide help to international human resource manager? Explain.
- (b) Explain the theories of employment discrimination.

- 5. Attempt any *one* part of the following:** **10 x 1= 10**
- (a) Explain the objectives and requirements of integrated workforce management system.
 - (b) What are the roles and distinguish activities of IHRM? Discuss.
- 6. Attempt any *one* part of the following:** **10 x 1= 10**
- (a) Discuss international transfer strategies with its types and purpose.
 - (b) Elaborate the regional integration and framework agreements.
- 7. Attempt any *one* part of the following:** **10 x 1= 10**
- (a) Explain global matrix structure with example and diagram.
 - (b) Discuss conflict management. Also discuss about hour and wages issues in MNCs.

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