

Dr. Babasaheb Ambedkar Open University, Ahmedabad

Term-End Examination : January-2026

Course Name : MBA

Subject Name : International HRM

Subject Code : MBA04EH407

Date : 06-03-2026

Time : 03:00PM TO 05:15PM

Max Marks : 70

Q.-1. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) Describe the Cultural Awareness in detail.
- (2) Discuss the Types of Employees in International HRM.

Q.-2. Write answers to any one of the questions given below (in 1,200 words). (14)

- (1) Describe the recent trends in Regional Integration: EU and NAFTA in detail.
- (2) Define International Human Resource Management (IHRM). Explain its Key Concepts of International HRM and Approaches of IHRM.

Q.-3. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Discuss the Functions of IHRM in detail.
- (2) Describe the future trends in international Staffing in detail.

Q.-4. Answer the following question (Attempt any one) in about 1200 words. (14)

- (1) Describe the Expatriation Objectives in detail.
- (2) Effectively handling labor relations is essential for fostering a productive, fair, and harmonious workplace.-Elaborate it.

Q.-5. Write short notes on any three of the following topics. (9)

- (1) Benefits of effective International HRM.
- (2) Significance of Expatriation.
- (3) Advantages of the Lump Sum Approach.
- (4) Global HRM and Staffing Policies.
- (5) Third Country nationals or TCNs.

Q.-6. Choose the correct answer from the options given below (5)

(1) Which of the following is not a characteristic of international business?

- A) Globalization
- B) Cross-border transactions
- C) Exchange of ideas and cultures
- D) Limited to domestic markets

(2) Which approach gives importance to host country culture and laws?

- A) Ethnocentric
- B) Polycentric
- C) Geocentric
- D) Regiocentric

(3) Which of the following countries is NOT a member of the European Union (EU)?

- A) France
- B) Germany
- C) Norway
- D) Italy

(4) The balance sheet approach aims to

- A) Reduce salary
- B) Maintain home-country living standard
- C) Increase taxation
- D) Promote localization

(5) What type of training prepares employees to interact effectively with diverse cultures?

- A) Technical training
- B) Financial training
- C) Safety training
- D) Cross-cultural training
