

Dr. Babasaheb Ambedkar Open University
Term End Examination December – 2019

Course	: PGDHR	Date	: 07-Jan-2020
Subject Code	: PGDHR-204	Time	: 11:00am to 02:00pm
Subject Name	: International HRM	Duration	: 03 Hours
		Max. Marks	: 70

Section A

Answer the following (Attempt any three) (30)

1. Explain the main elements of International HRM environment.
2. Discuss the Control Techniques adopted by International Firms.
3. Explain the Elements of Training Programs for Expatriates.
4. Discuss what the Key Issues in Industrial Relations are.
5. Write a note on Performance Management of Host Country Employees.

Section B

Answer the following (Attempt any four) (20)

1. Differentiate between Domestic HRM and International HRM.
2. Explain the Types of International Assignments.
3. Write a note on Women as International Managers.
4. What Constitutes Good HR Practices?
5. Explain the International Compensation Components / Packages.
6. Discuss the concept of Standardization and Adaptation of Work Practices.

Section C

Part – A (Multiple Choice Questions) (10)

- 1 Which of the following is not a function of IHRM?
A Compensation Management B Staffing
C Financial Audit D Training & Development
- 2 A _____ is a flow of work and processes.
A Matrix B Organization Structure
C Blue Print D None of the above
- 3 _____ is an employee of a subsidiary company who works with the Parent company.
A Impatriate B Expatriate
C Local National D None of the above
- 4 _____ include expertise in respective areas and technical and managerial competencies.
A Personal competence B Competence
C Language skills D Adaptability

- 5 HRM is an offshoot of _____ and is concerned with managing employee's management like recruitments, trainings.
 A Marketing management B Personnel Management
 C Organization development D Organization Behavior
- 6 Employees usually accepts international assignments which reasons.
 A Career growth B Better pay and benefits
 C Job change D Both A & C
- 7 Variable pay is based on the _____ of the employees.
 A Performance B Attitude
 C Experience D Team work
- 8 HR department is continuously under scrutiny by the management as well the employees regarding ____, time etc.
 A Cost B Retrenchment
 C globalization D None of the above
- 9 _____ is a unified monetary body that tries to balance the needs of its 28 member countries.
 A NAFTA B SEZ
 C Employer's Association D EU
- 10 _____ refers to the ability to adopt new environment challenges and roles.
 A Flexibility B Versatility
 C Team Support D None of the above

Part – B (Do as Directed)

(10)

State whether the following statements are true or false:

- 1 IHRM Addresses a narrow range of HR activities.
- 2 Management of business operations is basically done on the basis of various models.
- 3 The popularity of international assignments is certainly on the rise.
- 4 "Dual Career Couples" refers to those couples in which both the partners are working and both are career focused.
- 5 There is no link between HRD instruments and organizational effectiveness.
- 6 Trainings seek to maximize the risk of culture shock that happens due to high stress levels.
- 7 Information is the ability to perform a particular job.
- 8 Creating a global work culture requires streamlining of various activities across various locations.
- 9 Trade is usually done on one of the factors of production like men, material or money.
- 10 The criteria for appraising manager's performance in host and home country are usually similar.