

R22

Code No: 784AH

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

MBA IV Semester Examinations, February - 2025

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Max.Marks:60

Note: This question paper contains two parts A and B. i) **Part- A** for 10 marks, ii) **Part - B** for 50 marks.

- Part-A is a compulsory question which consists of ten sub-questions from all units carrying equal marks.
- Part-B consists of **ten questions** (numbered from 2 to 11) **carrying 10 marks each**. Each of these questions is from each unit and may contain sub-questions. For each question there will be an “either” “or” choice, which means that there will be two questions from each unit and the student should answer either of the two questions.

PART – A

(10 Marks)

- 1.a) What is an international corporation? [1]
- b) What do you understand by cross-culture? [1]
- c) What is a flat organization structure? [1]
- d) Define leadership development. [1]
- e) What is the meaning of outsourcing? [1]
- f) What is polycentric approach? [1]
- g) What is the main focus of cross cultural training? [1]
- h) What is expatriation? [1]
- i) What do you understand by the term diversity in the context of HTM? [1]
- j) Define KRA. [1]

PART – B

(50 Marks)

- 2.a) Explain in detail the distinguishing activities of international HRM from the domestic counterpart.
- b) Describe the key perspective in global work force management. [5+5]

OR

- 3.a) Briefly discuss the changes that have arisen in the labour market due to the changes in technology.
- b) What is the effect of globalization on the Indian workforce? [5+5]

- 4.a) How effectively can HRM strategy shape the company strategy?
- b) What are the major challenges of HRM in a competitive environment? [5+5]

OR

- 5.a) What is a virtual organization? What is its relevance in the present environment?
- b) What are the implications of knowledge economy for competitive strategy? [5+5]

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- 6.a) What are the benefits of global staffing system to organization?
b) What are the major issues to be decided upon before international recruitment? [5+5]

OR

7. Compare and contrast between the Mendenhall and Oddou's model and Ronen's Model used to make selection decisions in the international scenario. [10]

8. What are the important components of expatriate training programmes? Highlight the important techniques used in cross-cultural training programme. [10]

OR

- 9.a) What are the considerations weighing the choice between Parent Country National (PCN) or Host Country National (HCN) for subsidiaries in foreign locations?

- b) Discuss the importance of preparation for expatriation. [5+5]

10. What are the objectives of international compensation management? Discuss the various approaches to compensation management. [10]

OR

- 11.a) Explain the process of repatriation.

- b) How would you come up with a framework for objective performance appraisal system in the context of international HRM? [5+5]

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