



**PX-161100020408**

Seat No. \_\_\_\_\_

**M. B. A. (Sem. IV) (CBCS) Examination**

**August - 2020**

**International Human Resource Management**

Time : 3 Hours]

[Total Marks : 70

- 1 Explain the Global Performance Management System, and 14  
issues faced in managing performance at Global level to your  
Junior assistant, who is supposed to be sent for a foreign  
assignment.

**OR**

- 1 If you have to manage Compensation at central level, then 14  
what are the different compensation strategies, theories and  
components, you would decide for the host business unit?

- 2 (A) Explain in detail issues and challenges of IHRM. 7  
(B) Discuss various HRM practices in different countries 7  
across the globe.

**OR**

- 2 (A) HR in 2020-future of nation, what futuristic aspect 7  
in IHRM should be kept in mind?  
(B) According to you what are the Ethical sources and 7  
dilemmas faced by the IHRM manager in taking a  
correct decision ?

- 3 Explain the concept of International Human Resource 14  
Management. How does IHRM differ from domestic HRM?  
Give the details of the same with examples.

**OR**

- 3 What is Globalization? Explain in detail the drivers and 14  
Ripple effects of Globalization on various organizations.

- 4 (A) What are the probable issues in Employee selection procedure in IHRM context? 7
- (B) Define Strategic HRM. Give the details of organizational context of IHRM. 7

**OR**

- 4 (A) "As an IHRM manager, design an Expatriate training programme (CCT)". 7
- (B) What is Multiculturalism? Explain Cultural dimensions and predispositions. 7

- 5 Write notes on : (Any **Two**) 14
- (A) What are the Strategies /issues for managing key player in IR of Global organization?
- (B) What is Repatriation and Inpatriation ? Explain tips for successful management of both.
- (C) What is Industrial Relation in IHRM ? Give approach and extent of dispute.