



BRAINWARE UNIVERSITY

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Brainware University
398, Ramkrishnapur Road, Barasat
Kolkata, West Bengal-700125

Term End Examination 2023
Programme – MBA-2020/MBA-2021
Course Name – International Human Resource Management
Course Code - HR404
(Semester IV)

Full Marks : 60

Time : 2:30 Hours

[The figure in the margin indicates full marks. Candidates are required to give their answers in their own words as far as practicable.]

Group-A

(Multiple Choice Type Question)

1 x 15=15

1. Choose the correct alternative from the following :

- (i) Analyze the advantages of the Balance Sheet Approach for calculating international compensation package that should include
- | | |
|--|---|
| a) Potential re-entry problems in the home country | b) Considerable disparities between the expatriates of different nationalities and between expatriates and local nationals. |
| c) Equality with local nationals | d) Facilitates expatriate re entry |
- (ii) Equalization in benefits is practiced in international compensation as a transitional support to expatriates, as a part of _____. Analyze and select.
- | | |
|---------------------------------|------------------------------|
| a) Social adjustment assistance | b) Social security practices |
| c) Country-specific practices | d) Inter-cultural issues |
- (iii) Analyze the advantages of going rate approach to international compensation.
- | | |
|---|-----------------|
| a) Equality with local nationals | b) Simplicity |
| c) Equity amongst different nationalities | d) All of these |
- (iv) XYZ Inc. is a US-based company with operations in multiple countries. The company is planning to expand its operations in India and wants to hire local employees. Select from the following HR practices that is most suitable for XYZ Inc. to ensure the success of its expansion in India?
- | | |
|--|---|
| a) Standardized HR policies and practices across all countries | b) Adaptation of HR policies and practices to local context |
| c) Centralized HR decision-making | d) Ethnocentric approach to HR management |
- (v) A multinational company operates in multiple countries, and its management faces the challenge of managing a diverse workforce. Decide the primary objective of IHRM in this scenario?
- | | |
|---|--|
| a) To minimize the cultural diversity of the workforce. | b) To create a uniform corporate culture across all countries. |
| c) To develop HR policies that take into account the cultural differences of the workforce. | d) To hire employees only from the company's home country. |

- (vi) Choose the most important external factor governing recruitments?
 a) Sons of soil
 b) Labour market
 c) Unemployment rate
 d) Supply and demand
- (vii) Which selection test we shall choose to judge the emotional ability which will help to judge work in group
 a) Personality test
 b) Intelligence Test
 c) Mental Ability Test
 d) None of the above
- (viii) Which selection test we shall choose to judge the coordination between hands & eye.
 a) Personality test
 b) Intelligence Test
 c) Psycho motor test
 d) None of the above
- (ix) Which of these you will choose as off - the - job training method?
 a) Television
 b) Job rotation
 c) Orientation training
 d) Coaching
- (x) Global assignments in which employees are sent for strategic jobs having intercultural understanding are classified as
 a) Development assignments
 b) Non development assignments
 c) Strategic assignments
 d) Managerial assignments
- (xi) Factors that affect global human resource management are
 a) Economic factors
 b) Societal factors
 c) Cultural factors
 d) All of the above
- (xii) If employee is citizen of country where operation is located but headquarters are located in another country then employee is classified as
 a) Expatriates
 b) Host country nationals
 c) Third country nationals
 d) Third world employees
- (xiii) Process of sending and preparing global employees for any of foreign assignments is classified as
 a) Distant assignments
 b) Expatriation
 c) Repatriation
 d) Foreign advancement
- (xiv) In global assignments, if individuals are sent to perform some limited tasks and then return to their home country then this assignment is called
 a) Functional assignments
 b) Technical assignments
 c) Development assignments
 d) Transnational assignments
- (xv) All societal forces that affect values, actions and beliefs of different groups of people are altogether called
 a) Expatriation
 b) Repatriation
 c) Culture
 d) Economy

Group-B

(Short Answer Type Questions)

3 x 5=15

2. Analyze the specific skills and competencies that expatriates should be trained in before their departure. (3)
3. Describe repatriation in IHRM? (3)
4. Explain the role of IHRM in International Business. (3)
5. How can an organization determine the most effective methods for recruiting and selecting employees for foreign assignments? (3)
6. The international character of the MNE impact the implementation of the PM system? Justify. (3)

OR

- Distinguish recruitment and selection practices in IHRM to those in domestic HRM? (3)

Group-C
(Long Answer Type Questions)

5 x 6=30

7. Infer the drivers of internationalization of business. (5)
8. Determine different approaches to staffing in International HRM. (5)
9. Illustrate with an example of how an organization can ensure that its international workforce has the necessary skills and knowledge to succeed in different countries? (5)
10. Illustrate with an example of how an organization can manage its organizational culture across different countries and regions? (5)
11. Should multinationals be concerned about expatriate failure? Justify your answer. (5)
12. ABC is a global company that operates in several countries. The company is planning to send one of its employees to its subsidiary in Japan. The employee has never worked in Japan before and does not speak Japanese. How can ABC effectively support and manage its expatriate employee in Japan and ensure their success in the new role? (5)

OR

DEF is a company that operates in several countries and has a diverse workforce. The company is facing challenges in managing the cultural differences among its employees and ensuring that its HR policies and practices are effectively implemented across all countries. Summarize on how can DEF effectively manage its international workforce and address the challenges of cross-cultural communication? (5)

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