

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN  
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)  
Chromepet, Chennai — 600 044.

M.A. END SEMESTER EXAMINATION APRIL/NOV - 2021

SEMESTER - IV

13PHRCE4002 & PHR/CE/4002 - International Human Resources Management

<b>Total Duration : 3 Hrs</b>	<b>Total Marks : 75</b>
MCQ : 30 Mins	MCQ : 15
Descriptive : 2 Hrs.30 Mins	Descriptive : 60

Section B

Answer any **SIX** questions ( $6 \times 5 = 30$  Marks)

1. Distinguish between domestic HRM and international HRM.
2. State the factors constituting the Cultural differences.
3. Discuss Labour Relations in Global Context.
4. Explain the effective ways to manage repatriation process.
5. State and explain outsourcing in the international context.
6. Discuss two aspects of cultural differences and their impact on HRM practices.
7. Explain the issues and Challenges in Multinational Performance Management system.
8. Analyse the strategies for the organization to improve the current global talent management program.

Section C

Part A

Answer any **TWO** questions ( $2 \times 10 = 20$  Marks)

9. Analyse the main Challenges in managing human resource in a foreign subsidiary.
10. Discuss the new approaches to compensation and correlate how these have a bearing on international compensation.
11. Outline the main characteristics of the four approaches to international HRM.
12. Discuss the various kinds of amenities and facilities given to expatriates.

Part B

Compulsory question ( $1 \times 10 = 10$  Marks)

13. Enumerate the various criteria which should be considered with selecting employees at international level.