

**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 EXAMINATIONS APRIL - 2022**

**SEMESTER - IV**

**20PHRET4004 - International Human Resource Management**

**Total Duration : 3 Hrs.**

**Total Marks : 60**

**Section A**

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

1. Define International HRM. Explain the difference between domestic and International HRM.
2. Why do some multinationals appear reluctant to provide basic pre-departure training?
3. How can multinationals assist dual career couples Repatriation?
4. Discuss the major factors associated with appraisal of expatriate managerial performance.
5. Explain the challenges for the HR function of the multinational firm.
6. Outline the main characteristics of the four approaches to international staffing.
7. What are the components of Diversity Management?
8. How important is national culture in IHRM?

**Section B**

**Part A**

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

9. What are the stages a firm typically goes through as it grows internationally and how does each stage affect the HR function?
10. Explain how balancing the interests of global and local, occupational and functional perspective might play out in a compensation decision scenario.
11. Identify a number of HRM problems that typically arise with expatriate assignments.
12. What are some of the challenges faced in training expatriate managers?

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## **Part B**

Compulsory question (1 × 10 = 10 Marks)

13. You are from corporate head quarters. As a member of the HR department, you are responsible for managing international assignments. You are to present a 10 minute summary of the key aspects of expatriate selection to a regional meeting of subsidiary managers, none of whom have any experience in HR or in selecting expatriates. The corporate objective is to use intra-regional international assignments for cross border project teamwork between their various operations within the regions what aspects of expatriate selection should you highlight in your presentation.

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