

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.HRM - END SEMESTER EXAMINATIONS APRIL - 2024

SEMESTER - IV

22PHRET4005 - International Human Resource Management

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

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

1. What is International Human Resources Management and why is it important in the context of global business operations?
2. What is the significance of international recruitment and selection in the context of global business operations?
3. What are the key challenges associated with evaluating performance in a global context?
4. Elaborate the key objectives of International Training and Development programs.
5. Discuss the various HR functions and processes that can be outsourced in an International Context.
6. Distinguish between Domestic and International HRM.
7. What are International labour agreements and how do they impact MNCs operating across borders?
8. Define cross cultural management and why is it important for MNCs operating in diverse global markets.

Section C

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

9. Explain how International HRM approaches can evolve over time in response to changes in global business environments and organisational needs.
10. Describe best practices for designing and implementing international recruitment and selection processes.
11. Explain the factors influence compensation decision in a global context.
12. Explain the challenges of Diversity management in International HRM.

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

13. Elaborate the key Strategies and approaches used by MNCs to effectively manage people in International Contexts.
