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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, NIET BUSINESS SCHOOL,  
GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

PGDM

TRIMESTER: V - THEORY EXAMINATION (2024 -2025)

Subject: International Human Resource Management

Time: 2.5 Hours

Max. Marks: 60

General Instructions:

IMP: Verify that you have received the question paper with the correct course, code, branch etc.

1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.

2. Maximum marks for each question are indicated on right -hand side of each question.

3. Illustrate your answers with neat sketches wherever necessary.

4. Assume suitable data if necessary.

5. Preferably, write the answers in sequential order.

6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

**SECTION-A**

15

1. Attempt all parts:-

- 1-a. Explain the primary challenge in International HRM.(CO1,K2) 1
- (a) Recruitment
- (b) Cultural differences
- (c) Job satisfaction
- (d) Labor laws
- 1-b. Identify the most commonly used method of recruiting employees for global assignments. (CO2,K1) 1
- (a) Internal transfers
- (b) Social media hiring
- (c) Direct hiring from universities
- (d) Outsourcing recruitment
- 1-c. Explain how International Human Resource Management (IHRM) differs from Domestic HRM in terms of labor relations. (CO3, K4) 1
- (a) IHRM deals with diverse labor laws, cultures, and practices across countries
- (b) IHRM does not involve any labor relations issues
- (c) IHRM only applies to expatriate employees
- (d) IHRM focuses only on recruitment and selection
- 1-d. Identify the key challenge in managing a culturally diverse workforce. (CO4, K1) 1

- (a) Employees always agree on decisions
  - (b) Language barriers and communication difficulties
  - (c) No differences in work expectations
  - (d) Diversity has no impact on workplace interactions
- 1-e. Define the concept of International Human Resource Management (IHRM). (CO5, K1) 1
- (a) Managing HR practices only within domestic organizations
  - (b) Managing people across international borders, considering diverse cultures and business practices
  - (c) Restricting HR policies to headquarters only
  - (d) Eliminating cross-border HR challenges

2. Attempt all parts:-

- 2.a. Define International Human Resource Management. (CO1, K1) 2
- 2.b. Analyze how cultural differences impact the selection process for international roles. (CO2, K3) 2
- 2.c. Explain the role of strategic human resource management in an international context. (CO3, K3) 2
- 2.d. Identify key global laws and policies that promote equal opportunity in workplaces. (CO4, K1) 2
- 2.e. Describe the impact of globalization on HRM practices. (CO5, K4) 2

**SECTION-B** 15

3. Answer any three of the following:-

- 3-a. Explain the key differences between domestic and international human resource management (IHRM). (CO1, K4) 5
- 3-b. Analyze the advantages and disadvantages of different staffing approaches (ethnocentric, polycentric, geocentric, and regiocentric) in international HRM. (CO2, K3) 5
- 3-c. Evaluate the impact of globalization on international industrial relations. (CO3, K4) 5
- 3-d. Discuss the role of equal opportunity policies in fostering workplace diversity. (CO4, K3) 5
- 3-e. Compare talent acquisition strategies in multinational corporations before and after the COVID-19 pandemic. (CO5, K2) 5

**SECTION-C** 30

4. Answer any one of the following:-

- 4-a. Explain the concept of International Human Resource Management (IHRM) and its significance in multinational corporations. (CO1, K1) 6
- 4-b. Analyze the key differences between domestic HRM and international HRM. (CO1, K3) 6

5. Answer any one of the following:-

5-a. Evaluate the effectiveness of different staffing strategies for global business expansion. (CO2, K3) 6

5-b. Discuss the key factors to consider when recruiting employees for international assignments. (CO2, K3) 6

6. Answer any one of the following:-

6-a. Describe how industrial relations have evolved with globalization. (CO3, K3) 6

6-b. Compare the differences in industrial relations systems between developed and developing economies. (CO3, K4) 6

7. Answer any one of the following:-

7-a. Explain the significance of diversity management in a global business environment. (CO4, K1) 6

7-b. Evaluate the challenges and benefits of implementing diversity and inclusion programs in MNCs. (CO4, K4) 6

8. Answer any one of the following:-

8-a. Discuss the role of HR analytics in improving decision-making in multinational companies. (CO5, K1) 6

8-b. Assess the impact of changing workforce demographics on international HR strategies. (CO5, K4) 6

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