

THE KAVERY ENGINEERING COLLEGE*(An Autonomous Institution)***MBA DEGREE END SEMESTER THEORY EXAMINATIONS, APR/MAY 2026****Third Semester****Business Administration Department****PMBE2424- INTERNATIONAL HUMAN RESOURCE MANAGEMENT****Regulations - 2024****Duration : 3 Hrs****Maximum : 100 Marks****PART – A(ANSWER ALL QUESTIONS) (Marks 10*2=20)**

Q.No	Questions	BTL	CO	Marks
1.	List any two reasons why International Human Resource Management has gained importance in today's global economy.	L2	1	2
2.	Explain briefly the main idea of the Harvard Model of IHRM.	L2	1	2
3.	What are the key aspects of strategic orientation in international human resource management?	L1	2	2
4.	Identify two challenges faced by HR during cross-border mergers and acquisitions.	L2	2	2
5.	Recall the purpose of deploying inpatriates within a multinational corporation.	L1	3	2
6.	Bring out any two current recruitment practices adopted by global organizations for international roles.	L2	3	2
7.	List the purpose of repatriation training in an international assignment.	L1	4	2
8.	Recognize any two cultural factors that influence international performance management.	L1	4	2
9.	Why international labour standards influence global pay structures?	L2	5	2
10.	Identify the impacts of emerging global trends on the future design of international compensation systems.	L2	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*16 = 80)

Q.No	Questions	BLT	CO	Marks
11. a i	Apply the Matching Model of IHRM to a multinational company of your choice and illustrate how strategic HR alignment supports global operations.	L3	1	8
ii	Using the Contextual Model, examine how external environmental factors can be addressed when formulating IHRM policies for a firm entering an emerging market.	L3	1	8
Or				
b i	How the 5P Model can be used to design integrated international HRM policies that support both corporate strategy and local responsiveness? Explain.	L3	1	8
ii	Develop a comparative application of the European Model to recommend an effective IHRM framework for a cross-border joint venture.	L3	1	8
12. a i	Examine how IHRM can be leveraged to gain competitive advantage when forming international alliances.	L3	2	8
ii	Apply the concept of strategic orientation to design an HRM strategy for a company expanding into three different continents with diverse cultures.	L3	2	8

Or

b	i	Analyze the HR integration issues that arise in cross-border mergers and acquisitions, and propose an actionable framework to address them	L3	2	8
	ii	Prepare an IHRM strategy that incorporates cultural context to sustain long-term global competitiveness for a rapidly internationalizing technology firm.	L3	2	8
13.	a	Describe the different international staffing approaches and its influence in the long-term success of multinational enterprises.	L4	3	16
	Or				
	b	Assess how emerging global recruitment trends reshape the selection process for international managerial positions.	L4	3	16
14.	a	Evaluate how the effectiveness of expatriate training programs can be assessed across diverse cultural contexts and recommend strategies to enhance their global impact.	L5	4	16
	Or				
	b	Explain the challenges involved in designing an international performance management system that balances global consistency with local responsiveness and justify an optimal framework.	L5	4	16
15.	a	Examine how various components of an international compensation plan interact to ensure equity among expatriates and host-country nationals.	L2	5	16
	Or				
	b	Explore the emerging issues in international compensation.	L2	5	16
