

THE KAVERY ENGINEERING COLLEGE
(An Autonomous Institution)

MBA DEGREE END SEMESTER THEORY EXAMINATIONS, NOV /DEC 2024

Third Semester

Master of Business Administration

BA4020 - International Human Resource management

Regulations-2021

Duration: 3Hrs

Maximum:100Marks

PART -A (ANSWER ALL QUESTIONS) (Marks 10*2=20)

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
1.	Define international human resource management?	RE	1	2
2.	Outline the main characteristics of the four approaches to IHRM.	UN	1	2
3.	Compare internal and external strategic measures.	UN	2	2
4.	Outline the challenges in IHRM.	UN	2	2
5.	Define recruitment.	RE	3	2
6.	Interpret between e-recruitment and e-selection.	UN	3	2
7.	Define global training.	RE	4	2
8.	Contrast global mind-set and global mind-set training.	UN	4	2
9.	List down the various types of equity-based compensation.	RE	5	2
10.	Explain performance management system in MNCs?	UN	5	2

PART -B (ANSWER ALL QUESTIONS) (Marks 5*13=65)

<i>Q.No</i>	<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
11.	a Identify and explain the evolution of HRM practices from traditional HRM to IHRM.	AP	1	13
	Or			
	b Explain the importance of IHRM in a globalized business environment.	AP	1	13
12.	a Discuss the global entry strategies in new International markets.	RE	2	13
	Or			
	b Explain the concept of cultural fit in international recruitment.	UN	2	13
13.	a Discuss the advantages and disadvantages of ethnocentric approach.	UN	3	13
	Or			
	b Explain the reasons for the failure of expatriates in foreign employment.	UN	3	13
14.	a Explain the repatriation process.	UN	4	13
	Or			
	b Develop an expatriate training program for an assignment in China.	AP	4	13

15.	a	Construct the modes of mobility of human resources across countries consequent upon globalization.	AP	5	13
OR					
	b	Discuss the different selection techniques in foreign employment.	CR	5	13

*PART –C (Marks1*15=15)*

<i>Q.No</i>		<i>Questions</i>	<i>BLT</i>	<i>CO</i>	<i>Marks</i>
16.	a	i Compare and contrast the Harvard model and the contextual model in terms of their focus on external and internal factors in IHRM.	UN	1	8
		ii Explain the role of expatriates in international staffing.	EV	3	7
OR					
	b	i Construct cultural issues affect performance management.	AP	5	7
		ii Identify performance appraisal system for a multinational firm.	AP	4	8