

**THE KAVERY ENGINEERING COLLEGE***(An Autonomous Institution)***MBA DEGREE END SEMESTER THEORY EXAMINATIONS, NOV/DEC 2025***Third Semester**Master of Business Administration***BA4020 / PMBE2424 – International Human Resource Management***Regulations – 2021 & 2024**Duration : 3 Hrs**Maximum : 100 Marks****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 the term "International Human Resource Management".                 | L1         | 1         | 2            |
| 2.          | Differentiate between the Harvard Model and the Matching Model of HRM.     | L2         | 1         | 2            |
| 3.          | List two key challenges in managing global HR activities.                  | L1         | 2         | 2            |
| 4.          | Define "international alliance".                                           | L1         | 2         | 2            |
| 5.          | What is the difference between an expatriate and a repatriate?             | L1         | 3         | 2            |
| 6.          | Mention two important considerations for the recruitment of expatriates.   | L2         | 3         | 2            |
| 7.          | Outline the purpose of a "pre-departure" training program for expatriates. | L2         | 4         | 2            |
| 8.          | What is the purpose of an HCN appraisal in IHRM?                           | L1         | 4         | 2            |
| 9.          | State two components of international compensation.                        | L1         | 5         | 2            |
| 10.         | What are "emerging issues" in international labor standards?               | L2         | 5         | 2            |

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

| <i>Q.No</i> | <i>Questions</i>                                                                              | <i>BLT</i> | <i>CO</i> | <i>Marks</i> |
|-------------|-----------------------------------------------------------------------------------------------|------------|-----------|--------------|
| 11.         | a i Explain the evolution of Human Resource Management (HRM).                                 | L2         | 1         | 8            |
|             | ii Analyze the importance of the 5P Model of HRM in a global context.                         | L4         | 1         | 8            |
|             | Or                                                                                            |            |           |              |
|             | b i Discuss the various models of IHRM with suitable examples.                                | L4         | 1         | 8            |
|             | ii Explain the role of culture in the internationalization.                                   | L2         | 1         | 8            |
| 12.         | a i Describe the strategic orientation of IHRM.                                               | L2         | 2         | 8            |
|             | ii Assess the role of IHRM in cross-border mergers and acquisitions.                          | L4         | 2         | 8            |
|             | Or                                                                                            |            |           |              |
|             | b i Explain the concept of "competitive advantage" from an IHRM perspective.                  | L2         | 2         | 8            |
|             | ii Evaluate the significance of international alliances in IHRM.                              | L4         | 2         | 8            |
| 13.         | a i Explain the various approaches to staffing an international organization.                 | L2         | 3         | 8            |
|             | ii Analyze the challenges and best practices in the recruitment and selection of expatriates. | L4         | 3         | 8            |

Or

|     |   |    |                                                                                                    |    |   |   |
|-----|---|----|----------------------------------------------------------------------------------------------------|----|---|---|
|     | b | i  | Discuss the different roles of expatriates, repatriates, and impatriates in an international firm. | L2 | 3 | 8 |
|     |   | ii | Examine how recruitment and selection for non-expatriates differ from that for expatriates.        | L4 | 3 | 8 |
| 14. | a | i  | Describe the process of international training and development.                                    | L2 | 4 | 8 |
|     |   | ii | Evaluate the importance of repatriation training for returning expatriates.                        | L5 | 4 | 8 |
|     |   |    | Or                                                                                                 |    |   |   |
|     | b | i  | Explain the process and components of international performance management.                        | L2 | 4 | 8 |
|     |   | ii | Analyze the cultural issues that impact performance management.                                    | L5 | 4 | 8 |
| 15. | a | i  | Discover the various components of international compensation.                                     | L4 | 5 | 8 |
|     |   | ii | List the challenges and choices involved in international compensation.                            | L4 | 5 | 8 |
|     |   |    | Or                                                                                                 |    |   |   |
|     | b | i  | Examine the implications of international labor standards on global HR practices.                  | L4 | 5 | 8 |
|     |   | ii | Analyze the emerging issues in international compensation.                                         | L4 | 5 | 8 |