

Plot No. 2, Knowledge Park-III, Greater Noida (U.P.) -201306

POST GRADUATE DIPLOMA IN MANAGEMENT (2022-24) END TERM EXAMINATION (TERM -V)

Subject Name: International Human Resource ManagementTime: 02.30 hrsSub. Code:PGH53Max Marks: 40

Note:

All questions are compulsory. Section A carries 5 marks: 5 questions of 1 marks each, Section B carries 21 marks having 3 questions (with internal choice question in each) of 7 marks each and Section C carries 14 marks one Case Study having 2 questions of 7 marks each.

Kindly write the all the course outcomes as per your TLEP in the box given below:

CO1-Understand the Role and Relevance of International Human Resource Management (IHRM) and contemporary global Trends in business

CO2-To learn to frame strategies for International growth and align them to the overall business strategy

CO3-Students will have the basic knowledge of International labour market ,International Recruitment function; different approaches to multinational staffing decisions, Selection criteria and techniques

CO4-Students will understand the importance of repatriate training, developing international staff and multinational teams, knowledge transfer in multinational companies for Career progression

CO5-Students will be able to understand the International framework of Ethics and Labour standards, Key issues in International Industrial Relations, Trade Unions and MNE's, Response of Trade Unions to MNE's, Emerging Issues In Compensation Management.

SECTION - A

Attempt all questions. All questions are compulsory.	1×5 = 5 Marks	5
Questions	СО	Bloom's Level
 Q. 1: (A) How has the Indian organisation been impacted by globalisation Q. 1: (B) Explain the different activities of involved in International Huma Resource Management? Q. 1: (C). Briefly explain the Harvard Model Q. 1: (D). Differentiate between Domestic vs International HRM Q. 1: (E). HR as a strategic business partner.Comment (Entire Sec A to be assigned one CO.) 	n CO1	L1,L2
$\frac{\text{SECTION} - B}{All questions are compulsory (Each question have an internal choice. Attempt any one (either A or$		

B) from the internal choice) $7 \times 3 = 21$ Marks

Questions	CO	Bloom's Level	
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Q. 2: (A). A diverse and inclusive workplace culture benefits both employees and the bottom line. Yet attaining workplace diversity remains elusive for many firms. How can companies ensure more inclusive hiring? Or	CO3	L1	
Q. 2: (B). Discuss the common HR interventions that determine the success/failure of an M&A deal.			
 Q. 3: (A). "Repatriation can be emotionally challenging for employees. How do you provide mental and emotional support to help individuals readjust to their home country? Share specific programs or initiatives you have implemented to address the psychological aspects of repatriation." Or Q. 3: (B). Discuss the major factors associated with appraisal of expatriate managerial performance? 	CO2	L5	
Q. 4: (A). Analyze the key differences in salary compensation for PCNs and TCNs? Do these differences matter?	CO5	L4 L6	
Or Q. 4: (B). Explain the Emerging Issues in International Compensation?			
SECTION - CRead the case and answer the questions $7 \times 02 = 14$ Marks			
Questions	СО	Bloom's Level	

Q. 5: Case Study:	CO2	L4
A family-owned carbon steel company from Germany has extended its business		
to Hong Kong. The owners bought a small traditional Chinese firm and decided		
to copy the successful structure they had developed at home. This structure was		
headed by three general managers who equally shared the responsibilities for the		
business activities of the firm. The consequences were as follows.		
1 Now the Chinese employees were assigned tasks by people they have never		
seen before and whom they did not understand. Many misunderstandings		
occurred, some were quite costly.		
2 The employees back in Europe were only concerned with whether the assigned		
tasks were completed and did not consider any other obligations to the Chinese		
employees, such as taking care of the relationships with the Chinese government,		
banks, etc.		
3 Eventually, the local employees became frustrated and were ready to leave the company.		
The result was that the management model was changed again and a single		
managing director of the subsidiary was accountable for all business activities in		
Hong Kong.		
Questions:		
Q. 5: (A). Relate the described situation to one of the cultural dimensions		
identified by Hofstede. How can you explain it?		
Q. 5:(B). How does this situation compare to comparable situations in your home		
country? What are the limits of a cultural explanation?		

COs	Marks Allocated
CO1	5 Marks
CO2	7 Marks
CO3	7 Marks
CO4	7 Marks
CO5	14 Marks

Kindly fill the total marks allocated to each CO's in the table below:

(Please ensure the conformity of the CO wise marks allocation as per your TLEP.)

Blooms Taxonomy Levels given below for your ready reference:

L1= Remembering L2= Understanding L3= Apply L4= Analyze L5= Evaluate L6= Create