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

**POST GRADUATE DIPLOMA IN MANAGEMENT (2022-23)  
END TERM EXAMINATION (TERM -V)**

Subject Name: International Human Resource Management  
Sub. Code: PGH53

Time: **02.30 hrs**  
Max 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.

<u><b>SECTION - A</b></u>		
Attempt all questions. All questions are compulsory.		<b>1×5 = 5 Marks</b>
Questions	CO	Bloom’s Level
<b>Q. 1: (A) Define IHRM? What are the characteristics International Human Resource Management?(CO1- L1)</b> <b>Q. 1: (B) Explain the Scope of International Human Rsource Management?</b> <b>Q. 1: (C). Briefly explain the 5P Model</b> <b>Q. 1: (D). Differentiate between Domestic vs International HRM</b> <b>Q. 1: (E). Illustrate the different drivers of internationalization of business?</b>	CO1	L1
<b>(Entire Sec A to be assigned one CO.)</b>		

**SECTION – B**

All questions are compulsory (Each question have an internal choice. Attempt any one (either A or B) from the internal choice) **7 x 3 = 21**

**Marks**

Questions	CO	Bloom's Level
<p><b>Q. 2: (A). Analyze the key differences in salary compensation for PCNs and TCNs? Do these differences matter? (CO5,L4)</b></p> <p style="text-align: center;"><b>Or</b></p> <p><b>Q. 2: (B).Identify Emerging Issues In Compensation Management?</b></p> <p>(internal choices with two questions corresponding to the same CO)</p>	CO5	L4
<p><b>Q. 3: (A). Explain the concept of Expatriation and issues involved in it?</b></p> <p style="text-align: center;"><b>Or</b></p> <p><b>Q. 3: (B).Examine the role of expatriate in M&amp;A in International Human Resource Management?</b></p> <p>(internal choices with two questions corresponding to the same CO)</p>	CO3	L2
<p><b>Q. 4: (A).As an HR manager you are responsible for developing a training program to familiarise staff with the company's new objectives and work processes. What issues would you need to consider when providing this training in several different countries? Why is it important to address these differences?</b></p> <p style="text-align: center;"><b>Or</b></p> <p><b>Q. 4: (B).Outline the main characteristics of the four approaches to international staffing?</b></p> <p>(internal choices with two questions corresponding to the same CO)</p>	CO4	L3
<b><u>SECTION - C</u></b>		
Read the case and answer the questions <span style="float: right;"><b>7×02 = 14 Marks</b></span>		
Questions	CO	Bloom's Level

<p><b>Q. 5: Case Study:</b>  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.</p> <p>Q. 5: (A).1 Relate the described situation to one of the cultural dimensions identified by Hofstede. How can you explain it?</p> <p>Q.5: (B) How does this situation compare to comparable situations in your home country? What are the limits of a cultural explanation?</p>	CO2	L4
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**Kindly fill the total marks allocated to each CO's in the table below:**

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

**(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**