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

**POST GRADUATE DIPLOMA IN MANAGEMENT (2024-26)
END TERM EXAMINATION (TERM -V)**

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

Time: **02.00 hrs**
Max Marks: **40**

Note: All questions are compulsory. Section A carries 12 marks: 6 questions of 2 marks each, Section B carries 18 marks having 3 questions (with internal choice question in each) of 6 marks each and Section C carries 10 marks one Case Study having 2 questions of 5 marks each.

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

S. No.	Course Outcomes (COs)	Bloom's Taxonomy Level
CO1	Understand the Role and Relevance of International Human Resource Management (HRM) and contemporary global Trends in business	L1 L2
CO2	To learn to frame strategies for International growth and align them to the overall business strategy	L3
CO3	Students will have the basic knowledge of International labour market ,International Recruitment function; different approaches to multinational staffing decisions, Selection criteria and techniques	L4
CO4	Students will understand the importance of repatriate training, developing international staff and multinational teams, knowledge transfer in multinational companies for Career progression	L5
CO5	Students will be able to understand the International framework of Ethics and Labour standards, Key issues in compensation management	L2

SECTION - A

Attempt all questions. All questions are compulsory.

2×6 = 12 Marks

Questions	CO	Bloom's Level
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<p>Q. 1: (A). Write a short note on drivers of IHRM Q. 1: (B). Differentiate between domestic and International HRM Q. 1: (C). Explain in brief the 5 Ps Model</p> <p>Q. 1: (D). What are the various barriers in implementing effective global HRM practices Q. 1: (E) Write a short note on Expatriate management Q. 1: (F). Briefly mention some sustainable global HR practices. (Three questions each from CO1 & CO2)</p>	<p>CO1.</p> <p>CO2</p>	<p>L1 L2.</p> <p>L3</p>
<p><u>SECTION – B</u></p> <p>All questions are compulsory (Each question has an internal choice. Attempt anyone (either A or B) from the internal choice) 6 x 3 = 18 Marks</p>		
Questions	CO	Bloom's Level
<p>Q. 2: (A). An IT firm in India starts using global job portals like LinkedIn and Indeed to recruit software developers from Eastern Europe for remote roles. What advantages does e-recruitment offer in international hiring? Or Q. 2: (B). Due to sudden expansion in Southeast Asia, a company needs 200 employees in three months. Which recruitment methods will you use to hire the best talent. (internal choices with two questions corresponding to the same CO)</p> <p>Q. 3: (A). An Indian manager is being sent to manage operations in Japan. The company provides only technical training. What types of expatriate training should be provided before departure? Or Q. 3: (B). A global project team struggles with time zone differences, communication styles, and decision-making speed. What training interventions can help develop effective multinational teams? (internal choices with two questions corresponding to the same CO)</p> <p>Q. 4: (A). An expatriate manager shows poor performance despite high technical competence. Identify and explain the key variables affecting employee performance in international assignments. Or Q. 4: (B). In some cultures, direct criticism is avoided, while in others it is encouraged. How should managers adapt performance appraisal and feedback methods in a multicultural environment? (internal choices with two questions corresponding to the same CO)</p>	<p>CO 3</p> <p>CO4</p> <p>CO4</p>	<p>L4</p> <p>L5</p> <p>L5</p>

SECTION - C

Read the case and answer the questions

5×02 = 10 Marks

Questions	CO	Bloom's Level
<p>Q. 5: Case Study: A US-based multinational company, recently expanded its operations in India, Germany, and Vietnam. The company follows a headquarters-driven compensation structure where base pay, bonuses, and benefits are largely standardized across countries, with minor adjustments for currency differences. However, within a year of operations, several challenges emerged; Employees in Germany demanded higher social security benefits and work-life balance incentives, in line with local labor laws and industry practices; Indian employees expressed dissatisfaction as compensation packages offered by local competitors included flexible benefits, performance-linked incentives, and tax-saving allowances, which GlobeTech did not provide; In Vietnam, workers raised concerns about minimum wage compliance and overtime payments after local authorities conducted inspections. At the same time, company faced rising costs due to expatriate compensation packages, which included hardship allowances, housing benefits, and international school fees. Additionally, the company's HR leadership received recommendations from international bodies such as the International Labour Organization (ILO) to strengthen compliance with global labor standards related to fair wages, working hours, and social protection. The top management is now reconsidering its international compensation strategy to balance legal compliance.</p> <p>Questions:</p> <p>Q.5:(A). Which approach to international compensation is company currently following? Critically evaluate its suitability in light of compensation practices across different countries.</p> <p>Q. 5: (B). How can the US based MNC address emerging issues in international compensation management while ensuring compliance with international labour standards? Suggest suitable strategic measures.</p> <p>(Entire Sec C to be assigned one CO. Both questions corresponding to the same CO)</p>	CO5	L2 L6

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

COs	Question No.	Marks Allocated
CO1	1(A,B,C)	6
CO2	1(D,E,F)	6
CO3	2(A, B)	6
CO4	3(A,B)	6
CO4	4(A.B)	6
CO5	5(A) 5(B)	10

(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