

SVKM's NMIMS
School of Distance Learning

Programme : ~~PGDHRM~~ HRM

Academic year: 2011 – 2012

Semester: IV

Subject: International HR Practices

Course New

Marks 70

Date: 03.01.2012

Time: 3.00pm to 6.00pm

Instructions:

Candidates should read carefully the instructions printed on the question paper and on the cover of the Answer book, which is provided for their use.

Q.1. Attempt only two (2) out of Four (4) Explain the following terms (10 Marks)

- a. IHRM
- b. International Labour Market Sources
- c. Expatriate Training
- d. Cross-Cultural Communication

Q.2. Write Short Notes Attempt only two (2) out of five (5) (10 Marks)

- a. Hall's theory of cultural context
- b. Japanese Model of People Management
- c. Barriers to Effective Global HRM
- d. PCNS & HCNS.
- e. Objectives of International Compensation

Q.3. Attempt any three (3) out of five (5) questions given below (30 Marks)

- a. What is Expatriate Selection? Explain the factors involved in it ?
- b. Describe the issues involved in International HRM
- c. What are the variables that influence performance of Expatriates?
- d. What are the key components of an International Compensation Programme?
- e. Discuss the American Model of People Management

Q.4. Case Study – Answer the questions below in details

(20 Marks)

ABN Ltd is a well – established company in India with its multi-locational operations in India and SriLanka. It has 5000 + Employees on its role. The ABN is involved in software products and services and has international significance. Now, ABN plans to expand its business operations (including manufacturing) to China and Malaysia. For which it needs to recruit or deploy staff for the proposed locations. It has already taken required approvals etc. from the Authorities of China and Malaysia and expects to start business operations within this quarter of the financial year.

Q.1. What are your proposals in the present context as Head – HR? Discuss

Q.2. What process and strategy would you like to adopt for the Recruitment of Staff (or Deployment of staff) in China and Malaysia? Explain.

X

2/2