

SVKM's NMIMS
School of Distance Learning

Programme: PGDHRM

Academic year: 2012 – 2013
Subject: International HR Practices

Date: 9.01.2013

Semester: IV
Course: New
Marks: 70
Time: 3.00 p.m. to 6.00 p.m.

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.

NB:

1. All 4 questions are compulsory.
2. Candidates should attempt questions as per the internal options available.

Q.1. Attempt any two out of five (10)

- a) Expatriation and Repatriation
- b) Ethnocentric Approach
- c) Model of International HRM
- d) Expatriate Training

Q.2. Attempt any two out of five (10)

- a) HCNS and TCNS
- b) Dual – career couples
- c) Performance Management
- d) International Compensation
- e) Repatriation Process

Q.3. Attempt any three out of five (30)

- a) What is International HRM? What are the issues involved in it?
- b) Discuss the approaches to a multinational's staffing decisions.
- c) Compare and contrast HRM and IHRM practices.
- d) What are the variables that influence performance of Expatriates?
- e) Discuss the important (key) components of an International compensation programme.

Q.4. Answer the following (20)

- a) Discuss the importance of International HR practices in global context.
- b) Discuss the American model of people management.