

SVKM's NMIMS
NMIMS – GLOBAL ACCESS SCHOOL FOR CONTINUING EDUCATION

Programme : PGDHRM

Academic year: 2013 – 2014
Subject: International HR Practice

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

Date: 21.12.2013

Instructions:

1. Answer to each new question to be started on a fresh page.
2. Figures in bracket indicate full marks.

Q.1) Write short notes on (Any 2 out of 4)

(Marks: 2X5=10)

- a) Global HRM
- b) 360 Degree Feedback
- c) Works Committee
- d) Self Assessment

Q.2) Write short notes on (Any 2 out of 5)

(Marks: 2X5=10)

- a) Role of Trade Union
- b) Performance Feedback
- c) KRA and KPA
- d) Dearness Allowance
- e) Cross cultural communication

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) What is international HR practices and its importance?
- b) Discuss Talent Acquisition in detail and how do you attract and retain talent in a most competitive business environment.
- c) Discuss in detail Training and Development function in an organization and how do you identify training needs of a staff.
- d) The role of various Trade Union's and how do they play effective role as well-wishers of workers. Discuss this concept with relation to Globalization.
- e) Discuss in detail the Assessment Center approach of Performance Management and review plus and minuses of Assessment Center.

Q.4) Discuss in detail International Talent Acquisition after company had to face competition due to Liberalization. Discuss multinational staffing and issues faced by current organization. Discuss various pay packages that is offered to this expatriate.

(20 marks)
