

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

Programme: PGDHRM

Academic year: 2014 – 2015  
Subject: International HR Practices

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

Date: 21.06.2014

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**Instructions:**

1. Answer to each new question to be started on a fresh page.
  2. Figures in bracket indicate full marks.
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**Q.1) Write short notes on (Attempt any 2 out of 4)**

**(Marks: 2X5=10)**

- a) Barriers to effective global HRM
- b) Repatriation process
- c) Business protocol
- d) Host country nationals (HCNs)

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

**(Marks: 2X5=10)**

- a) Briefly explain how international HRM is different from domestic HRM.
- b) Explain importance of cultural sensitivity.
- c) Briefly explain how trade unions influence international employee relations.
- d) Cultural assimilator
- e) Going rate approach of international compensation.

**Q.3) Attempt any 3 out of 5**

**(Marks: 3X10=30)**

- a) Explain in detail various multinational staffing approaches.
- b) What are various key components of international compensation programme? Explain.
- c) Explain with example cultural dimensions in international HRM.
- d) What becomes a part of effective pre-departure training programme? Discuss.
- e) Explain Japanese model of people management.

**Q.4) Attempt both the questions**

**(Marks: 2X10=20)**

- a) Discuss in detail how various factors influence performance of expatriates.
- b) What are various job related factors and social factors involved in repatriation of employees?  
Discuss.

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