

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

Programme: PGDHRM

Examination: December 2014
Subject: International HR Practices

Date: 03.01.2015

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

Instructions:

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

Q.1) Attempt any 2 out of 4

(Marks: 2x5=10)

- a) Provide guidelines on cross cultural negotiations in the context of any 2 countries of your choice.
- b) Explain any two factors that influence performance of expatriates.
- c) Explain the barriers to effective global HRM.
- d) What is the American model of people management in the context of performance review practices?

Q.2) Attempt any 2 out of 5

(Marks: 2x5=10)

- a) What are the key issues in international employee relations?
- b) Explain employee benefits in the context of international compensation.
- c) Discuss various sources of staff and the merits of these sources in international staffing.
- d) Explain the process of repatriation.
- e) Discuss preliminary visits as a means to conduct pre-departure training.

Q.3) Attempt any 3 out of 5

(Marks: 3x10=30)

- a) How do you appraise performance of international employees?
- b) What would you advice a company going global in respect of managing their international employee relations?
- c) Discuss various approaches in multinational staffing, and discuss the selection criteria.
- d) What are the various important factors to be considered in repatriation?
- e) What measures do you take to ensure cultural assimilation of expatriate employees?

Q.4) Attempt both the questions

(Marks: 2x10=20)

- a) Explain why cross cultural issues are important in International HRM. Also include 2 theories in your discussion. Give examples where possible.
- b) Discuss the important considerations, approaches and components of International Compensation and Benefit program.