

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

Programme: PGDHRM

Examination: June 2015
Subject: International HR Practices

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

Date: 22.06.2015

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) Attempt any 2 out of 4 (Marks: 2x5=10)

- a) What are the different types of International Employees
- b) What is IHRM
- c) What are the objectives of International Compensation?
- d) What is meant by Readjustment challenge?

Q.2) Write Short Notes on 2 out of 5 (Marks: 2x5=10)

- a) Going rate approach
- b) Balance sheet approach
- c) Hofstede's four dimensions of culture
- d) Importance of cultural sensitivity
- e) Issues in International HRM

Q.3) Attempt any 3 out of 5 (Marks: 3x10=30)

- a) What are the Multinational Staffing Approaches?
- b) State the various reasons for expatriate failure
- c) What are the unique features of the Chinese model of people Management?
- d) State the key components of International compensation program

e) Compensation decisions should achieve six critical objective. What are they?

Q.4) Attempt both the questions

(Marks: 2x10=20)

a) As an HR manager what are the constraints which affect goal attainment in multinational performance management.

b)What are the Cultural Dimensions in HRM which the expatriate needs to be trained in? State the importance of cultural sensitivity in international HRM.
