

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

Programme: PGDHRM

Examination: December 2015
Subject: International HR Practices

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

Date: 18.12.2015

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) What are the characteristics in human resource practices in Japan?
- b) Explain power distance
- c) Explain the issues in Dual career couples
- d) State the barriers to effective Global HRM

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

(Marks: 2X5=10)

- a) Host country nationals
- b) Parent country national
- c) Third country national
- d) Ethnocentric approach
- e) Women managers in India

Q.3) Attempt any 3 out of 5

(Marks: 3X10=30)

- a) What role does cultural sensitivity play in International HRM?
- b) What is international cost of living?
- c) What do you mean by cultural assimilation? What role does it play in training of International staff?
- d) Explain the process of cultural adjustment
- e) Why is it important to impart language training to international staff?

Q.4) Attempt both the questions

(Marks: 2X10=20)

- a) Explain the two main options in the area of international compensation
- b) As an HR manager explain all the areas in which training should be offered according to Harris and Moran.
