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VI Semester B.B.A. Degree Examination, August/September - 2023

**BUSINESS ADMINISTRATION**  
**International Human Resource Management**  
**(CBCS Scheme Freshers and Repeaters)**

Time : 3 Hours

Maximum Marks : 70

*Instructions to Candidates:*

Answers should be written in english only.

**SECTION - A**

Answer any **Five** questions.

(5×2=10)

1. a. Define International Human Resource Management.
- b. What is Geocentric approach?
- c. Give the meaning of cross - culture.
- d. What is pre - departure training?
- e. Write the meaning of job analysis.
- f. What do you mean by compensation management?
- g. Give the meaning of employee retention.

**SECTION - B**

Answer any **Three** questions.

(3×5=15)

2. Explain the roles and responsibilities of Human resource manager.
3. What are the strategies adapted to manage cross - culture at work place?
4. Explain the factors affecting international staffing functions.
5. What are the benefits of repatriation?

[P.T.O.]





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**SECTION - C**

(3×15=45)

Answer any Three questions.

6. Explain the functions of international human resource management.
7. Explain in detail the Hofstede's cultural dimension theory.
8. Write a note on recent trends in International human resource staffing.
9. Discuss the monetary components of compensation system.

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VI Semester B.B.A. Degree Examination, September/October - 2022

**BUSINESS ADMINISTRATION**

International Human Resource Management

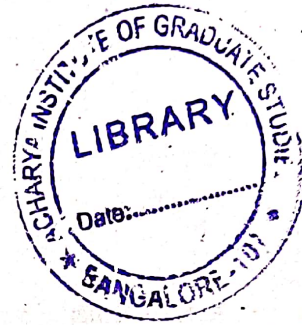
(CBCS Scheme 2019-20 Freshers)

Time : 3 Hours

Maximum Marks : 70

**Instructions to Candidates:**

Answers should be written in English only.

**SECTION - A**

Answer any five questions, each carries 2 marks.

(5×2=10)

1. a. What is social dumping? (2)
- b. What is multiculturalism? (2)
- c. What is global talent search? (2)
- d. What is cross - cultural communication? (2)
- e. What is polycentric staffing policy? (2)
- f. What is expatriate failure? (2)
- g. Who are PCN's? (2)

**SECTION - B**

Answer any Three questions, each carries 5 marks.

(3×5=15)

2. Differentiate between domestic and IHRM. (5)
3. Discuss the key components of international compensation management. (5)
4. What is expatriate training? Discuss the benefits of expatriate training. (5)
5. Discuss Hofstede's model of four cultural dimensions. (5)

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**SECTION - C**

Answer any **Three** questions, each carries **15** marks.

**(3×15=45)**

6. Discuss the emerging trends in IHRM. **(15)**
  7. Enumerate the factors to be considered in global recruitment and selection process. **(15)**
  8. Discuss the strategies for dealing with cultural differences and explain how effectively cultural diversity can be managed in an organization. **(15)**
  9. Elaborate the issues and challenges in International performance management. **(15)**
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