

(28) Seat NO: \_\_\_\_\_

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No. Of Printed Pages: 2

SARDAR PATEL UNIVERSITY

M.H.R.M. EXAMINATION IV SEMESTER

PA04EHRM03

HRM IN INTERNATIONAL SETTINGS

DAY: SATURDAY

TIME: 02:30 TO 05:30 PM

DATE: 23/4/16

MARKS: 70

Q.1 MULTIPLE CHOICE QUESTIONS:

[10]

1] This work in my country therefore, it must work in other countries also is motto of \_\_\_\_\_.

a] Ethnocentric Organization

b] Polycentric Organization

c] Regiocentric Organization

d] Geocentric Organization

2] From the following which is not the component of Harvard model?

a] Stakeholders Interest

b] Situational Factors

c] Human Resource Outcomes

d] Diversity

3] "Using Head-Hunters" is the method of \_\_\_\_\_.

a] Recruitment

b] Selection

c] Training and Development

d] Performance Management

4] \_\_\_\_\_ means the International managers who has got a foreign posting, leaves his/her homeland and without permanent citizenship.

a] Spouses

b] Expatriates

c] Employees

d] Repatriate

5] "Cross Cultural Training" is very important factor of \_\_\_\_\_.

a] Safety Training

b] Induction Training

c] Expatriate Training

d] Repatriate Training

6] In \_\_\_\_\_ method participants are required to put themselves into certain given situation and come up with solution of the issue.

a] Lectures

b] T-Group Training

c] Diversity

d] Simulations

7] \_\_\_\_\_ is a business process that aims to align the corporate goals with individual objectives, achieve objectives and evaluate and reward individual performance.

- a) Performance Management                      b) Performance Appraisal
- c) 360 degree Appraisal                      d) Rating Performance

8] From the following which is not the components of Expat Compensation?

- a) Incentives                      b) Training  
c) Allowances                  d) Taxes

9] The Harvard Model was advanced by \_\_\_\_\_.

- a) Beer et al                      b) Walton  
c) F.W. Taylor                    d) Flippo

10] The country from where the MNC controls and co-ordinates its operation it's called \_\_\_\_\_.

- a) Parent Country                      b) Host Country  
c) Third Country                        d) None of the Above

**Q.2 Write down concept of IHRM. Define – difference between IHRM and Domestic HRM. [15]**

**OR**

Q.2 Explain Contextual model in detail.

Q.3 Discuss the various levels of Expatriate training. [15]

**OR**

**Q.3 Explain Selection techniques in detail.**

**Q.4 Write down International Staffing issues in detail. [15]**

**OR**

**Q.4 Explain Performance Management Cycle in detail.**

**Q.5 Write Short Notes on: (Any Two)** **[15]**

- |  |  |
|--|--|
| 1] Approaches to IHRM                              | 2] 5 'p' Model                                 |
| 3] Training and development of International Staff | 4] Allowances under International Compensation |
| 5] Social Security Schemes in Different Countries  |  |