

**R15**
**Code No: 724AK**
**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD**
**MBA IV Semester Examinations, December - 2019**
**INTERNATIONAL HUMAN RESOURCE MANAGEMENT**
**Time: 3 hours**
**Max.Marks:75**
**Note:** This question paper contains two parts A and B.

Part A is compulsory which carries 25 marks. Answer all questions in Part A. Part B consists of 5 Units. Answer any one full question from each unit. Each question carries 10 marks and may have a, b, c as sub questions.

**PART - A**
**5 × 5 Marks = 25**

- 1.a) Discuss different methods of training and development. [5]
- b) What is polycentric approach to international recruitment? [5]
- c) Discuss advantages of collective bargaining. [5]
- d) Discuss role of Global Manager in modern era. [5]
- e) What are female expatriates? [5]

**PART - B**
**5 × 10 Marks = 50**

- 2.a) Discuss the functions of IHRM.
- b) Elaborate about performance management.
- c) Sketch process of selection. [10]

**OR**

- 3.a) Discuss the significance of 'Training' and 'Development'.
- b) Discuss impact of fair repatriation and remuneration practices? [10]
4. Discuss pros and cons of ethnocentric, polycentric, region-centric and geocentric HRM strategies? [10]

**OR**

- 5.a) What are major factors affecting expatriate selection process?
- b) Discuss about technical ability in selection process. [10]
- 6.a) What are advantages and disadvantages of virtual organisations?
- b) Discuss about multinational compensation system. [10]

**OR**

- 7.a) Discuss methods of determining wages and benefits.
- b) Define virtual organizations.
- c) What are characteristics of collective bargaining? [10]

- 8.a) Discuss significance of training and development and how does it affect productivity of organization?
- b) Discuss role and responsibilities of global manager. [10]

**OR**

- 9.a) Write short notes on "Skill based approaches of MNCs".
- b) Discuss India's HRM transformation in context of IHRM. [10]



- 10.a) Discuss about essential facilities to be provided to an expatriates.  
b) How outsourcing is important for MNCs? [10]

**OR**

11. Write short notes on  
a) Problems of women expatriate  
b) Challenges of globalization. [10]

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