New

Program:	T.Y.B.Com (MS)	Semester:	III	Program Code:	UGMS02
Course:	Global Practices in HRM			Course Code:	NUMS512

Duration: 2 Hours Examination Pattern: NEP-Autonomous- External Max. Marks: 60

Instructions:

1. All questions are compulsory.
2. Figures to the right indicate full marks.
3. Draw neat diagrams wherever necessary.
4. CO (Course Outcome), KL(Knowledge Level).

Examination:

REGULAR

Q. 1		Attempt the following.					[15]	CO's	KL's
	(A)	**Fill in the blanks with an appropriate answer from the alternatives given.**					[08]		
		I	A major problem in international performance appraisal is_____.						
			a.	Cultural differences in performance expectations	b.	Availability of employees		CO1,	L1
			c.	Office furniture	d.	Product packaging		CO2,	
		II	A virtual organization mainly uses _____ to coordinate its activities.					CO3,	
			a.	Digital technology	b.	Traditional paperwork only		CO4,	
			c.	Physical meetings only	d.	Manual records only		CO5	
		III	Virtual platforms can help organizations in_____.						
			a.	International recruitment and training	b.	Eliminating communication			
			c.	Closing international offices	d.	Reducing employee knowledge			
		IV	What is one major difference between Domestic HRM and International HRM?						
			a.	IHRM operates across national boundaries	b.	Domestic HRM has no employees			
			c.	IHRM does not involve recruitment	d.	Domestic HRM always involves expatriates			

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		V	MNC stands for _____.							
			a.	Multinational Corporation	b.	Multiple National Company				
			c.	Management National Corporation	d.	Multicultural National Committee				
		VI	Corporate Social Responsibility (CSR) refers to_____.							
			a.	Responsibility of business towards society and environment	b.	Only increasing sales				
			c.	Only reducing employee benefits	d.	Avoiding environmental concerns				
		VII	What does IHRM stand for?							
			a.	Internal Human Resource Management	b.	International Human Resource Management				
			c.	Industrial Human Resource Management	d.	Integrated Human Resource Management				
		VIII	Sustainable HRM focuses on_____.							
			a.	Green HR practices and long-term sustainability	**b.**	Only short-term profits				
			c.	Eliminating employee development	**d.**	Ignoring environmental issues				
	(B)	**State whether the following statements are true or false.**					**[07]**			
		I	Kaizen means continuous improvement.							
		II	Quality checks at different stages can help Toyota identify defects early.						**CO1, CO2,**	
		III	International HRM deals with managing employees across different countries.						**CO3,**	
		IV	TQM can help Toyota improve productivity and customer satisfaction.						**CO4,**	**L1**
		V	Cultural adjustment is never a challenge for expatriates.						**CO5**	
		VI	Toyota focuses on teamwork and employee involvement.							
		VII	Domestic HRM and International HRM are exactly the same.							

Q. 2		**Attempt the following.**	[15]	CO's	KL's
	A	Discuss the Ethnocentric, Polycentric, Geocentric, and Regiocentric approaches to IHRM.	[08]	CO1	L2
	B	Compare various approaches to international compensation and evaluate their suitability for expatriates.	[07]	CO2	L5
		OR			
	P	Explain the meaning and scope of International Human Resource Management.	[08]	CO1	L2
	Q	Evaluate the role of motivation, reward systems, technology, and virtual platforms in enhancing global HR practices.	[07]	CO2	L5
Q. 3		**Attempt the following.**	[15]	CO's	KL's
	A	Analyze the factors affecting the selection of expatriates for international assignments.	[08]	CO3	L4
	B	Explain the concept of off shoring and evaluate its impact on HRM in India.	[07]	CO4	L5
		OR			
	P	Examine the challenges faced by women expatriates and suggest measures to overcome them.	[08]	CO3	L4
	Q	Evaluate the role of technology and virtual organizations in transforming HR practices.	[07]	CO3	L5
Q. 4		**Attempt the following.**	[15]	CO's	KL's
	A	Tata Group has businesses and employees across several countries. Managing such a diverse workforce requires HR managers to understand different cultures, compensation systems, labour laws and employee expectations. When employees are transferred to foreign countries, they may face difficulties in adjusting to the new culture and working environment. Tata focuses on employee development, international assignments, leadership development and cultural understanding. HR managers also need to ensure that employees working abroad receive appropriate support and benefits.		CO3	
	1.	Discuss the difficulties of working in a foreign country.	[05]		L2
	2.	Explain the role of HR in managing international assignments.	[05]		L2
	3.	List the strategies which Tata can use to improve cross-cultural employee adjustment and performance.	[05]		L1

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