

THE KAVERY ENGINEERING COLLEGE
(An Autonomous Institution)

MBA DEGREE END SEMESTER THEORY EXAMINATIONS, APRIL-MAY 2025

Third Semester

Master of Business Administration

BA4020–International Human Resource Management

Regulations - 2021

Duration : 3 Hrs

Maximum: 100 Marks

PART – A (ANSWER ALL QUESTIONS) (Marks 10*2=20)

Q.No	Questions	BLT	CO	Marks
1.	What is Human Resource Management?	L1	1	2
2.	List the five elements of the 5P Model in IHRM.	L2	1	2
3.	State the purpose of internationalization in a business context?	L2	2	2
4.	Why is cultural context significant in managing international employees?	L2	2	2
5.	List the primary goals of international staffing in management.	L2	3	2
6.	What is the ethnocentric approach to international staffing?	L1	3	2
7.	What is an expatriate training program?	L1	4	2
8.	Why is training important in the repatriation process?	L2	4	2
9.	What are the main components of international compensation?	L1	5	2
10.	How does technology impact international compensation strategies?	L2	5	2

PART – B (ANSWER ALL QUESTIONS) (Marks 5*16 = 80)

Q.No	Questions	BLT	CO	Marks
11.	a Explain the differences between traditional HRM and International Human Resource Management (IHRM).	L2	1	16
	Or			
	b Define the main IHRM policies that organizations implement to manage international employees.	L2	1	16
12.	a How strategic orientation is shaping a company's entry strategy in new international markets. Discuss with reference to both emerging and developed markets.	L3	2	16
	Or			
	b How cross-cultural communication skills can enhance the	L3	2	16

effectiveness of IHRM in a global setting. Discuss strategies HR managers can employ to overcome cultural barriers in MNCs.

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|-----|---|--|----|---|----|
| 13. | a | Consider a multinational company planning to enter a new market. How should they decide between using expatriates, inpatriates, or local nationals in their staffing strategy? | L4 | 3 | 16 |
| | | Or | | | |
| | b | Examine the impact of using a global talent pool in recruitment and selection. How does this approach affect the competitive advantage of international businesses? | L4 | 3 | 16 |
| 14. | a | Critically analyze the challenges involved in designing an effective expatriate training program. How can these challenges be mitigated through specific training methods? | L4 | 4 | 16 |
| | | Or | | | |
| | b | Illustrate the methods used in international performance management. Explain how these methods account for cultural differences and promote fair evaluations across diverse teams. | L4 | 4 | 16 |
| 15. | a | Illustrate how international labor standards might be implemented in a company operating across various countries. How can companies ensure compliance while maintaining productivity? | L4 | 5 | 16 |
| | | Or | | | |
| | b | Identify challenges faced by companies when choosing between the balance sheet approach and the going rate approach in international compensation. How can these approaches be applied to meet organizational goals? | L4 | 5 | 16 |