

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, MCA INSTITUTE,  
GREATER NOIDA**

(An Autonomous Institute Affiliated to AKTU, Lucknow)

**PGDM (GLOBAL)**

**TRIMESTER: I - THEORY EXAMINATION (2024 -2025)**

**Subject: Global HR Practices And ILO**

Time: 2.5 Hours

Max. Marks: 60

**General Instructions:**

*IMP: Verify that you have received the question paper with the correct course, code, branch etc.*

*1. This Question paper comprises of three Sections -A, B, & C. It consists of Multiple Choice Questions (MCQ's) & Subjective type questions.*

*2. Maximum marks for each question are indicated on right -hand side of each question.*

*3. Illustrate your answers with neat sketches wherever necessary.*

*4. Assume suitable data if necessary.*

*5. Preferably, write the answers in sequential order.*

*6. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.*

**SECTION-A**

15

1. Attempt all parts:-

1-a. Globalization is driven by the economic liberalisations.(CO1,K1)

1

(a) Cant say

(b) No

(c) Yes

(d) May be

1-b. ....increases the bargaining power of companies in dealing with their host countries.(CO2,K2)

1

(a) Diversity

(b) Disassociation

(c) Both A and B

(d) None

1-c. Risk exposure is high in domestic HRM is this statement is.....(CO3,K1)

1

(a) Yes

(b) No

(c) Cant say

(d) May be

1-d. Kurt Lewins Model has.....stages.(CO4,K4)

1

(a) 5

(b)	2	
(c)	3	
(d)	8	
1-e.	ILO's Discrimination (Employment and Occupation) Convention, 1958, is number.....(CO5,K2)	1
(a)	102	
(b)	101	
(c)	111	
(d)	115	
2.	Attempt all parts:-	
2.a.	Highlight the significance of the link between Globalization and HRM.(CO1,K2)	2
2.b.	Name three types of employees of an international business.(CO2,K4)	2
2.c.	Name three broad and six broad activities of Global HRM and HRM respectively.(CO3,K2)	2
2.d.	Discuss the forces responsible for change.(CO4,K2)	2
2.e.	Explain mobile marketing.(CO5,K2)	2
<b>SECTION-B</b>		15
3.	Answer any <u>three</u> of the following:-	
3-a.	Write a note on international orientation in HR policies.(CO1,K2)	5
3-b.	Suggest ways of managing diversity in global organizations.(CO2,K3)	5
3.c.	Give an example of geocentric approach of recruitment.(CO3,K2)	5
3.d.	Discuss the concept of organizational change and its implications in Global HRM practices.((CO4,K2)	5
3.e.	The International Labour Organization (ILO) is built on the constitutional principle that universal and lasting peace can be established only if it is based upon social justice. Explain the above statement.(CO5, K2)	5
<b>SECTION-C</b>		30
4.	Answer any <u>one</u> of the following:-	
4-a.	Frame an example for international orientation and internationalization of HRM policies.(CO1,K2)	6
4-b.	In 1995, 6 out of the 100 largest US MNCs made more than 100 per cent of their profits from outside the U.S. This was 500 per cent in the case of Digital equipment. More than half of the total profits in respect of 40 of the 100 largest U.S. MNCs was contributed by foreign markets. Comment in your opinion, about the practices that must have been adopted to execute the same.(CO1,K2)	6
5.	Answer any <u>one</u> of the following:-	
5-a.	Nestle has signed a 20-year,\$500 million deal with IBM to handle employee services. IBM will support almost 88,000,of Nestle employees in nearly 60 countries with services such as payroll processing, benefits etc .Identify the factors	6

of Global HRM that are working here.(CO2, K1)

- 5-b. If an outside company develops the software for a company, if an advertising agency does advertising for the company's products and if some other firm administers benefits for the company's employees, it is BPO. Similarly, if some other company makes calls to the company's customers or receives their calls, it is call centre business – a part of BPO itself. This entire concept can also be applied to Global HRM practices. Discuss the way of doing the same.(CO2, K3) 6

6. Answer any one of the following:-

- 6-a. Suppose you are working as recruitment manager at XYZ global Pvt Ltd and the company adopts an approach wherein it treats each subsidiary as an independent company and decentralizes almost all the operations and delegates decision-making authority to its executives. Identify this approach of recruitment and discuss its advantages.(CO3,K4) 6
- 6-b. Highlight the concept of "Global" companies, and formulate a draft HR recruitment strategy according to the Global principle.(CO3,K4) 6

7. Answer any one of the following:-

- 7-a. Draw a structure of Kurt Lewin model and discuss a HRM policy to incorporate and implement the same through it.(CO4,K1) 6
- 7-b. Suppose you are HR manager in XYZ Global retail chain. There has been a significant increase rate of attrition in the organization and employees are voicing concerns over working conditions. The organization has a global presence and this situation has come up in headquarters situated in Berlin (Germany). Discuss a way to use action research model to address the situation and bring in HRM policy changes.(CO4,K3) 6

8. Answer any one of the following:-

- 8-a. ILO realises its objectives in a number of ways. Discuss the above statement.(CO5,K2) 6
- 8-b. Discuss the importance of the provisions of Declaration of Philadelphia.(CO5,K2) 6