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NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

MBA

SEM: IV - THEORY EXAMINATION (2022-2023)

Subject: Diversity of Work Force (IHRM)

Time: 3 Hours

Max. Marks: 100

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

20

1. Attempt all parts:-

- 1-a. A major difference between domestic HRM and international HRM is____.(CO1) 1
- (a) Number of employees covered by the HR policies
 - (b) Ease with which employees ease to new culture
 - (c) Development of effective cross border management style
 - (d) Increased complexities such as currency fluctuations ,foriegn HR policies and practices and differing labour laws
- 1-b. An expatriate-(CO1) 1
- (a) Is an employee transferred out of their home base to firm's international operation
 - (b) Is an employee transferred into a parent organization
 - (c) is an employee who understands international business operations
 - (d) Is an employee who works in more than one country
- 1-c. ____ is an approach to international business in which management believes that managers from a particular country know best how to achieve results in that cultural context.(CO2) 1

- (a) Polycentric
(b) Ethnocentric
(c) Geocentric
(d) None of the above
- 1-d. The factors included in expatriation process are _____.(CO2) 1
(a) Technical ability and language
(b) Cross cultural sustainability
(c) Organization specific requirements
(d) All of the above
- 1-e. Which of the following department has major interest in harmonious industrial relations?(CO3) 1
(a) HR
(b) Production
(c) Finance
(d) Marketing
- 1-f. Among which of the following is NOT a category of international labor standards?(CO3) 1
(a) Human rights standards
(b) Occupational health and safety standards
(c) Employment standards
(d) Environmental standards
- 1-g. ____ of the following is not a feature of culture.(CO4) 1
(a) Culture has normative value
(b) It's a group phenomenon
(c) It changes rapidly
(d) It is passed to generations
- 1-h. Workplace diversity includes-(CO4) 1
(a) Age and gender
(b) Religion and race
(c) Skills and backgrounds
(d) All of the above
- 1-i. Expatriate failure is best defined as-(CO5) 1
(a) A failure to recoup the costs of investment in an expatriate

- (b) Early return of expatriate
- (c) Repatriation
- (d) Re- assimilating the expatriate

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| 1-j. | The possible global assignments do not include____.(CO5) | 1 |
| | (a) Functional assignment | |
| | (b) Technical assignment | |
| | (c) Development assignment | |
| | (d) Transnational assignment | |

2. Attempt all parts:-

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| 2.a. | Discuss the various developments that lead to growth of IHRM.(CO1) | 2 |
| 2.b. | Define balance sheet approach to international compensation.(CO2) | 2 |
| 2.c. | Define pluralistic approach of Industrial relations.(CO3) | 2 |
| 2.d. | Explain diversity management.(CO4) | 2 |
| 2.e. | Discuss human resources issues in MNCs.(CO5) | 2 |

SECTION B

30

3. Answer any five of the following:-

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|------|---|---|
| 3-a. | Discuss the worldwide concerns of international HRM.(CO1) | 6 |
| 3-b. | Differentiate between Parent Country Nationals and Third country Nationals.(CO1) | 6 |
| 3-c. | Explain expatriate selection process for global assignment. (CO2) | 6 |
| 3-d. | Elaborate recruitment in international context.(CO2) | 6 |
| 3.e. | Discuss the objectives of International Labor Organization. (CO3) | 6 |
| 3.f. | Diversity management has become an important issue in management. Comment.(CO4) | 6 |
| 3.g. | Give the arguments in favour of and against corporate social responsibility.(CO5) | 6 |

SECTION C

50

4. Answer any one of the following:-

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| 4-a. | To operate in an international environment is more complicated than domestic environment. Elaborate.(CO1) | 10 |
| 4-b. | Describe the role and distinguishing activities in IHRM.(CO1) | 10 |

5. Answer any one of the following:-

| | | |
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| 5-a. | The use of expatriates is increasing due to increased globalization, therefore | 10 |
|------|--|----|

they are essential to global international business. Comment.(CO2)

- 5-b. It is not an easy task for MNCs selecting the right candidate for international assignments. Discuss the key selection criteria that need to be considered when selecting potential candidates? Examples should be provided to support your discussion."(CO2) 10

6. Answer any one of the following:-

- 6-a. Discuss key issues in international labor relations. (CO3) 10
- 6-b. International industrial relations are a broad area of human resources which deals with nature and quality of the relationship between organizations and their employees. Discuss.(CO3) 10

7. Answer any one of the following:-

- 7-a. Define culture. Explain why is it important for international managers to learn about culture?(CO4) 10
- 7-b. " Culture of one country varies from another". Explain the statement with appropriate examples.(CO4) 10

8. Answer any one of the following:-

- 8-a. Bring out the role of international human resource manager in ensuring ethical behavior among employees and other managers.(CO5) 10
- 8-b. Recent researches have shown that there is competitive advantage for companies that have a higher reputation and are more socially responsible in their CSR program .Discuss how companies can strike of a balance between profitability and social responsibility. (CO5) 10