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Subject Code:- AMBAHR0413

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

**(An Autonomous Institute Affiliated to AKTU, Lucknow)**

**MBA**

**SEM: IV - CARRY OVER THEORY EXAMINATION - APRIL 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. The scope of international human resource management (IHRM) includes: 1  
(CO1)
- (a) staff recruitment.
  - (b) staff development.
  - (c) compensation.
  - (d) All of the above
- 1-b. The country where the headquarters of a multinational company is located is 1  
known as\_\_\_. (CO1)
- (a) Host country
  - (b) Home country
  - (c) Third country
  - (d) None of the above
- 1-c. The financial payments, above and over a regular pay, based on productivity, 1  
for employees are called\_\_\_. (CO2)
- (a) Ethnocentric allowances

- (b) Mobility premiums
  - (c) Hardship allowances
  - (d) Incentives
- 1-d. Which among the following is not an error of assessment in appraisal\_\_\_\_?. 1  
(CO2)
- (a) Central tendency
  - (b) MBO
  - (c) Leniency
  - (d) Wrong calculation
- 1-e. Identify the major actors of Industrial relation from following\_\_\_\_. (CO3) 1
- (a) Employers
  - (b) Union
  - (c) Government
  - (d) All of the above
- 1-f. Which of the following is an example of a regional integration agreement? 1  
(CO3)
- (a) North American Free Trade Agreement (NAFTA)
  - (b) International Labor Organization (ILO)
  - (c) United Nations Conference on Trade and Development (UNCTAD)
  - (d) International Monetary Fund (IMF)
- 1-g. What is Cultural diversity?. (CO4) 1
- (a) It looks at the influences of our upbringing and how we identify ourselves based on factors such as our ethnicity, ancestry, race, and/or religion, language, national origin.
  - (b) It explains the importance of experiencing different cuisines and textiles from all over the world
  - (c) It is the ability to restrict interaction with people from your own culture
  - (d) None of the above
- 1-h. \_\_\_\_ employing a diverse workforce can supply a greater variety of solutions to 1  
problems in service, sourcing, and allocation of resources. (CO4)
- (a) Organization
  - (b) System
  - (c) Management
  - (d) Recruitment

- 1-i. What are some benefits of CSR for companies? (CO5) 1
- (a) Improved reputation and brand image
  - (b) Improved employee morale and retention
  - (c) Increased customer loyalty and trust
  - (d) All of the above
- 1-j. \_\_\_\_is/are some emerging trends in IHRM. (CO5) 1
- (a) Greater emphasis on talent management and development
  - (b) Increased use of technology in HR processes
  - (c) Greater focus on employee engagement and well-being
  - (d) All of the above

**2. Attempt all parts:-**

- 2.a. Define IHRM. (CO1) 2
- 2.b. Define global staffing. (CO2) 2
- 2.c. Define Marxist approach of Industrial relations. (CO3) 2
- 2.d. Describe cultural diversity. (CO4) 2
- 2.e. Discuss business ethics in global context. (CO5) 2

**SECTION B**

**30**

**3. Answer any five of the following:-**

- 3-a. Describe the reasons behind the increased interest of organization in IHRM. (CO1) 6
- 3-b. Enumerate the major factors that influence international HRM. (CO1) 6
- 3-c. Describe the essential elements of an international compensation plan. (CO2) 6
- 3-d. Discuss the staffing practices in IHRM with special emphasize on recruitment and selection. (CO2) 6
- 3.e. Describe International labor standards. (CO3) 6
- 3.f. Discuss the reasons to manage workforce diversity in MNCs. (CO4) 6
- 3.g. Explain the introduction of CSR imposed by different countries. (CO5) 6

**SECTION C**

**50**

**4. Answer any one of the following:-**

- 4-a. Explain which factors should be taken into consideration when MNCs formulating and implementing effective IHRM policies and practices. (CO1) 10
- 4-b. The international environment is more complicated than the domestic environment. Comment. (CO1) 10

**5. Answer any one of the following:-**

- 5-a. Explain the methods of training and development in international context. 10  
(CO2)
- 5-b. Explain the process of performance management in detail. (CO2) 10

**6. Answer any one of the following:-**

- 6-a. Discuss key issues in international labor relations. (CO3) 10
- 6-b. Explain the various approaches to international labor relations. Discuss the 10  
impact of regional integration agreements. (CO3)

**7. Answer any one of the following:-**

- 7-a. Discuss emerging trends in Employee relations and employee involvement. 10  
(CO4)
- 7-b. Discuss the various strategies for managing cultural diversity. (CO4) 10

**8. Answer any one of the following:-**

- 8-a. "Business is essentially, a social institution and not merely a profit-making 10  
activity." Justify the statement by emphasizing on importance of CSR initiatives.  
(CO5)
- 8-b. Describe the latest trends and practices in IHRM. (CO5). 10