

Roll No



**PRESIDENCY UNIVERSITY
BENGALURU**

SET A

**SCHOOL OF MANAGEMENT
END TERM EXAMINATION – MAY / JUNE 2024**

Semester : Semester VI - 2021

Date : May 31, 2024

Course Code : BBA3013

Time : 09.30am to 12.30pm

Course Name : International Human Resource Management

Max Marks : 100

Program : BBA

Weightage : 50%

Instructions:

- (i) Read all questions carefully and answer accordingly.
- (ii) Question paper consists of 3 parts.
- (iii) Scientific and non-programmable calculator are permitted.
- (iv) Do not write any information on the question paper other than Roll Number.

PART - A

ANSWER ANY 5 QUESTIONS

5 X 2M = 10M

1. Define Industrial relations in IHRM concept.
(CO1) [Knowledge]
2. Describe the Hansen's 4 elements of culture model.
(CO2) [Knowledge]
3. Define the Importance of expatriate in international Staffing.
(CO3) [Knowledge]
4. Describe the importance of Staffing Policy in international recruitment.
(CO4) [Knowledge]
5. Describe the Importance of Compensation and Benefits in IHRM
(CO1) [Knowledge]
6. Describe Cultural pre-competence under cultural competency.
(CO2) [Knowledge]
7. Identify any two advantages of Parent country national.
(CO3) [Knowledge]

PART - B

ANSWER ANY 5 QUESTIONS

5 X 10M = 50M

8. HRM forms the main aspect of corporate strategy, as it is concerned with managing a company's human resources manpower. Differentiate between Domestic vs. International HRM.
(CO1) [Comprehension]
9. Cultures are hard to define and very hard to change, but they matter a lot because they shape behaviour. Review Schein's model of organizational culture
(CO2) [Comprehension]
10. When you go on a business trip, you might face some challenges you didn't anticipate. For instance, you have to keep track of the overall travel expense or adjust to different time zones if you are traveling internationally. The best way to overcome these business travel challenges is to be prepared for them. This means researching, knowing your options, and having a backup plan. Review the five Issues with international business travelers that they face during an international assignment.
(CO3) [Comprehension]
11. Navigating Cultural differences in Global HR Management. Describe how cultural factors affect global HR management.
(CO4) [Comprehension]
12. Employees in their international assignments are expected to make significant and creative contributions compared to national employees. It is a process that demands careful planning, awareness of international protocols, and openness to new cultures and experiences. Summarize the international relocation activities that an employee should consider while taking up new consignment to any part of the world.
(CO1) [Comprehension]
13. Short -term cultures are identified by certain factors. Review any four factors of the long term cultures.
(CO2) [Comprehension]
14. Conducting staff choice and planning is a strategic exercise that gives you the insights and data you need to create an effective staffing plan. Explain the four company specificities under the determinant of staff choices.
(CO3) [Comprehension]

PART - C

ANSWER ANY 2 QUESTIONS

2 X 20M = 40M

15. The Iceberg Model of Culture, introduced by anthropologist Edward T. Hall, serves as a compelling framework for comprehending the layers of cultural elements that define a society. Illustrate with the help of a diagram the complete surface culture and hidden culture of global diversity and intercultural dynamics.
(CO2) [Application]
16. Hofstede's Cultural Dimensions Theory, developed by Geert Hofstede, is a framework used to understand the differences in culture across countries. Examine the five culture dimensions that is widely seen and practiced in an organizational system.
(CO3) [Application]
17. Employee selection methods can help a hiring team create a robust recruitment process and find more high-quality candidates. A company can use a series of different methods during the same process to learn critical information about a candidate's experiences and qualifications. Interpret the five global employee selection factors while doing a selection for international candidates.
(CO4) [Application]