

(FOR THE CANDIDATES ADMITTED
DURING THE ACADEMIC YEAR 2021 ONLY)

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21PIB4E7

REG.No.

NGM COLLEGE (AUTONOMOUS) : POLLACHI
END – OF – SEMESTER EXAMINATIONS : MAY- 2023

M.COM-IB

MAXIMUM MARKS: 70

IV SEMESTER

TIME: 3 HOURS

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

SECTION –A (10 X 1 = 10 MARKS)

ANSWER THE FOLLOWING QUESTIONS:

1. ____ is the major strategy of our country's HR focused to face the foreign organization.
(a) challenge the competition (b) focus on product
(c) recruitment of employees from other country (d) Motivation
2. _____ is a performance measure of both efficiency and effectiveness.
(a) organizational behavior (b) organizational citizenship
(c) employee productivity (d) employee satisfaction
3. The process of providing the trainees the information about their performance is ____
(a) Feedback (b) observation
(c) suggestion (d) research
4. _____ is a mental condition or attitude of individuals & groups which determines their willingness to cooperate.
(a) Grievance (b) Leadership
(c) Morale (d) Mentoring
5. _____ is the ability to secure desired actions from subordinate to achieve common objectives.
(a) Planning (b) Leadership (c) performance appraisal (d) employee welfare

ANSWER THE FOLLOWING IN ONE (OR) TWO SENTENCES:

6. What is international human resource management?
7. "Recruitment is a true sales function" – Discuss.
8. Explain sensitivity training.
9. What do you mean by 360 degree appraisal?

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(2) (21 PIB 4E7)

10. Is labour welfare important? Why in Indian Context?

SECTION – B (5 X 4 = 20 MARKS)

ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS.

11. (a) Compare international and domestic human resource management
(OR)
(b) Discuss the international HR strategies relevant for these business strategies.
12. (a) Discuss the steps of international recruitment process.
(OR)
(c) Explain the different types of tests that are used in selection process.
13. (a) How will you evaluate effectiveness of training and development?
(OR)
(b) How does transactional analysis help in improving interpersonal behavior?
14. (a) Discuss the traditional methods of performance appraisal.
(OR)
(c) Explain the role of labour welfare in international HRM.
15. (a) “For international recruitment, different approaches are adopted”. Discuss these approaches and situations under which each of these is suitable.
(OR)
(b) Explain the various factors that affect job satisfaction.

SECTION – C (4 X 10 = 40 MARKS)

ANSWER ANY FOUR OUT OF SIX QUESTIONS.

QUESTION NO.16 IS COMPULSORY.

16. Explain the various approaches available for determining international compensation.
17. Trace the recent trend in international personal management.
18. Discuss the barriers to effective human resource planning at the corporate level in India
19. Identify the critical issues involved in stages of training and development.
20. How does performance counseling help in improving employee's performance?
21. “In international industrial relations, two major issues are involved: who will handle industrial relations and tactics of trade unions”. Analyze these issues.
