

3/21

1206E467

Candidate's Seat No : _____

MITF Semester 2 Examination

MITF 110

International HRM

June-2024

Time : 2-30 Hours]

[Max. Marks : 70

Note: There are 5 questions; each question carries (14 Marks).

Answer the following question in detail.

Q1. Explain challenges of globalization.

OR

Q1. Explain IB and its scope.

Q2. What is joint venture? Explain its features/advantages/disadvantages in detail.

OR

Q2. Discuss international assignment with the help of its types and also note down various reasons of international assignment.

Q3. Discuss selection and barriers to selection.

OR

Q3. Explain PERFORMANCE APPRAISAL and its traditional methods.

Q4. Explain what is training in HRM and its different methods of training.

OR

Q4. Explain what is industrial relations, participants of IR and its characteristics also.

(P.T.O)

EH67-2

Q5. Choose the correct answer (Any 14)

1. _____ is an objective assessment of an individual's performance against well-defined benchmarks.
 - a. Performance Appraisal
 - b. HR Planning
 - c. Information for goal identification
 - d. None of the above
2. Which of these is the main purpose of employee assessment?
 - a. Making correct decisions
 - b. To effect promotions based on competence and performance
 - c. Establish job expectations
 - d. None of the above
3. From the strategic point of view, in which three categories can an organisation be grouped?
 - a. Defenders
 - b. Prospectors
 - c. Analysers
 - d. All of the above
4. Operative functions of HRM includes
 - a. Procurement, development, compensation & motivation
 - b. Maintenance
 - c. Integration and emerging trends
 - d. All of these
5. Which of the following statement is/are correct?
 - a. HRM is a strategic management functions
 - b. Under HRM employee is treated as resource
 - c. HRM is the management of skills, talent and abilities
 - d. HRM lacks the organisation to achieve its goals
6. The process of familiarizing the new employees to the organisation rules and regulations is known as
 - a. Placement
 - b. Induction
 - c. Recruitment
 - d. Selection
7. Training process is

- a. Short term
 - b. Medium term
 - c. Long term
 - d. None of these
8. OJT stands for
- a. On the job training
 - b. On the job technique
 - c. On the job technology
 - d. Off the job training
9. ---- is a device or situation that replicates job demands at on the job site.
- a. Brainstorming
 - b. Simulation
 - c. Artificial intelligence
 - d. Transactional analysis
10. Management development –
- a. Is a short term in nature
 - b. Focuses on employees' current job
 - c. Is an informal activity
 - d. Aims at overall development of a manager
11. Methods of job evaluation are
- a. Qualitative method
 - b. Quantitative method
 - c. Both (a) and (b)
 - d. None of these
12. Jobs analysis results in
- a. Job description
 - b. Job specification
 - c. Job evaluation
 - d. all of the above
13. _____ refers to all types of relationship between all the parties concerned with industry.
- a) Industrial relations.
 - b) Human relations.
 - c) General relations.
 - d) All of these.
14. Dominant aspects of industrial relations are
- a) Co-operation.
 - b) Conflict
 - c) Both (A) and(B).
 - d) None of these.
- 15) The objectives of trade union include
- a) Employee compensation
 - b) Working Condition
 - c) Recognition and participation
 - d) All of these
16. As per Factories Act, "Child" means a person who has not completed hisYear of age. [Sec 2(c)]
- a) Fourteenth
 - b) Fifteenth
 - c) Sixteenth
 - d) Eighteenth

