

IMBA in FM/HRPA/BM (NEP) Sem.-5 Examination
DPPG-IMBA/IMBAF/IMBAH_H-DSC-C-352

IHRM

Time : 2-00 Hours]

December-2025

[Max. Marks : 50

- Q.1
- | | | |
|---|---|---------|
| A | Describe the process and challenges of international recruitment and selection. | 5 marks |
| B | Define cultural variables and explain their importance in international management. | 5 marks |

Or

- Q.1
- | | | |
|---|--|---------|
| A | What are the major causes of expatriate failure? | 5 marks |
| B | Explain any two of Hofstede's cultural dimensions with examples. | 5 marks |

- Q.2
- | | | |
|---|--|---------|
| A | What are the main barriers to effective cross-cultural communication? | 5 marks |
| B | What leadership challenges do managers face in multicultural environments? | 5 marks |

Or

- Q.2
- | | | |
|---|---|---------|
| A | Explain the importance of cross-cultural training for expatriates. | 5 marks |
| B | What are the four main approaches to International HRM? Explain any two briefly | 5 marks |

- Q.3
- | | | |
|---|--|---------|
| A | Discuss the main challenges faced in training expatriates for foreign assignments. | 5 marks |
| B | What is an international reward system? Briefly explain its objectives. | 5 marks |

Or

- Q.3
- | | | |
|---|---|---------|
| A | Explain the importance of global talent development programs. | 5 marks |
| B | What are the main criteria used in multinational performance appraisal? | 5 marks |

- Q.4
- | | | |
|---|---|---------|
| A | What are the main objectives of International Labour Relations? | 5 marks |
| B | Explain the main features of HRM practices in the Netherlands. | 5 marks |

Or

- Q.4
- | | | |
|---|---|---------|
| A | Describe how performance appraisal can be handled in a joint venture context. | 5 marks |
| B | What is the role of ethics and corporate social responsibility (CSR) in global HRM? | 5 marks |

- Q.5 Short Answer (Any 10 out of 12) 10 marks

1. What does globalization mean?
2. Define the term "ethnocentrism."
3. Name one objective of cross-cultural management.
4. What does "power distance" mean in Hofstede's model?
5. Who are Third Country Nationals (TCNs)?
6. Mention one factor that increases expatriate success.
7. What is repatriation?
8. What is the main difference between training and development?
9. What are hardship allowances?
10. What is a tax equalization policy?
11. What is the primary aim of the ILO?
12. What is an international joint venture (IJV)?