

**MBA in SIBFT Sem.-3 Examination  
International HRM**

Time : 2.30 Hours]

December-2025

[ Max.Marks : 70

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| Q. 1 a.  | Define International Human Resource Management (IHRM) and briefly explain the key components of the Morgan Model of IHRM   | 07 |
| Q. 1. B. | Analyze the primary advantages and disadvantages of using Parent Country Nationals (PCNs) as employees in an international business  | 07 |
| Q. 2     | Discuss in detail the key components of an effective pre-departure training program for international employees. Explain how each component prepares expatriates for successful adjustment and performance in the host country.            | 14 |
| OR       |  |    |
| Q. 2 a.  | Explain the key factors that contribute to expatriate failure. How can MNCs improve expatriate success?  | 07 |
| Q. 2. b  | Write short notes on the following:  | 07 |
|          | a) Centralised vs. Decentralised Recruitment<br>b) Selection Issues related to Parent-Country Nationals (PCNs), Host-Country Nationals (HCNs), and Third-Country Nationals (TCNs)  |    |
| Q. 3a    | What is repatriation? Describe the major phases involved in the repatriation process, and illustrate each phase with suitable examples.  | 07 |
| Q. 3. b  | How should an organization design an effective repatriation program? Explain the key components involved   | 07 |
| OR       |  |    |
| Q. 3. a  | Discuss the major approaches to international compensation used by multinational companies. Explain each approach with their advantages and limitations.   | 07 |
| Q. 3. b  | Explain the social factors that affect the repatriation process of expatriates. Discuss how elements such as family adjustment, reverse culture shock, social networks, and workplace reintegration influence the success of repatriation. | 07 |
| Q. 4 a.  | Explain the major strategies multinational enterprises use to reduce their vulnerability to trade union actions.   | 07 |
| Q. 4 b.  | Explain why comparing industrial relations systems across countries are complex. Discuss how differences in history, union structures, and national contexts affect international  | 07 |

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industrial relations.

OR

- Q. 4. a Explain the key issues in appraising international employees. 7
- Q. 4. b Describe the complexities of the performance appraisal process for expatriate managers. 7
- Q. 5 Answer any seven out of the following: 14
- 1 What is the polycentric approach in international staffing? Briefly explain its meaning.
  - 2 Define reverse culture shock and explain its meaning.
  - 3 Who is an expatriate? Briefly explain the term.
  - 4 What is repatriation? Give a brief explanation of the term.
  - 5 Mention the various stages of internationalisation.
  - 6 Mention reasons why do MNCs Prefer Geocentric Approach to Recruitment?
  - 7 What is Brownfield investment? Explain it as a mode of international business operation.
  - 8 Why do expatriates experience fear of losing visibility or becoming "out of sight, out of mind" after an overseas assignment?
  - 9 What is role conception in an organization, and why is it important for effective role performance?
  - 10 What is emotional adjustment, and why is it important for employees working in international or unfamiliar work environments

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