



PD – 182

**PG. D.H.R.M. (DCC) Examination, March/April 2021**  
**(Annual Scheme)**  
**HUMAN RESOURCE MANAGEMENT**  
**Paper – 5 : International Human Resource Management**

Time : 3 Hours

Max. Marks : 100

**SECTION – A**

Answer **any ten** of the following **2 marks each**.

**(10×2=20)**

1. a) Differentiate between HRM and IHRM.
- b) What do you mean by an "Expatriate" ?
- c) Who is a "Repatriate" ?
- d) State any two objectives of International Compensation.
- e) What is Performance Appraisal ?
- f) Give the meaning of International Labour Relations.
- g) What is International Human Resource Planning ?
- h) What is Recruitment ?
- i) What is Ethnocentric Staffing ?
- j) Mention any two criteria used for performance appraisal.
- k) Name any two International Labour Organisations.
- l) Define Cultural Variables.

**SECTION – B**

Answer **any five** questions. **Each** question carries **7 marks**.

**(5×7=35)**

2. Explain the causes for expatriate failure with suitable examples.
3. Discuss the criteria used for performance appraisal of International employees.
4. Explain the challenges faced by expatriate managers in training.
5. Outline the main characteristics of the any two approaches to IHRM.
6. Define IHRM. Bring out the scope and future challenges of IHRM.

P.T.O.



7. Discuss the key issues in International Relations.
8. Explain the approaches to International Compensation.
9. Discuss Human Resource Planning in International context.

SECTION – C

Answer **any three** questions. **Each** question carries **15** marks.

**(3×15=45)**

10. Explain advantages and disadvantages of two approaches to International Compensation.
11. Discuss managing people in an international context with reference to Europe and US.
12. Explain in detail on the training and development of expatriates. How do you manage cultural differences while acquiring new employees ?
13. Explain in detail the process involved in International Human Resource Planning.
14. Define International Relations. Explain the nature and scope of International Relations.