

Note: 1. Answer any four questions from Q.No.1 to Q.No.7

2. Question No.8 (case study) is compulsory

1. (a) Define IHRM? (3 Marks)
(b) What makes MNC's HR practices distinctive from single nation firms? (7 Marks)
(c) How does a Japanese Managers approach to dealing with problems in HR are different from that of a British Managers? (10 Marks)
2. (a) who is 'Expatriate'? (3 Marks)
(b) State and explain different approach from single nation firms? (7 Marks)
(c) Explain the influences of non-cultural factors at individual level & at organizational level? (10 Marks)
3. (a) what are the reasons for using international assignment? (3 Marks)
(b) Discuss the major factors associated with appraisal of expatriate managerial Performance? (7 Marks)
(c) What are the merits and demerits of Ethnocentric, Polycentric, Regina centric, & Geocentric HRM strategies? (10 Marks)
4. (a) What is organizational knowledge and where does it comes from? (3 Marks)
(b) In what ways are IJV's similar to and different from MNC with regard to cultural issues? (7 Marks)
(c) How would you go about importing and implementing foreign best practices of your company if you were in charge of such matters? (10 Marks)
- 5 (a) What is social dumping? (3 Marks)
(b) Identify four characteristics of multinational that gives trade unions cause for Concern? (7 Marks)
(c) What are the important factors involved in selection decision of expatriate? (10 Marks)
6. (a) What is national culture (3 Marks)
(b) How can multinationals assist dual career couples repatriation? (7 Marks)
(c) Explain HRM practices in Arab Middle East? (10 Marks)
7. (a) what is meant by differentiation and integration? (3 Marks)
(b) What should be the main objectives for a multinational firm with imagine you are about to be sent as a HR director of a subsidiary country. (7 Marks)
Compare the HRM policies and practices prevalent in your home country with those in the country. You are going to, and discuss the main challenges you might face if you wish to manage your employees in that country in the way things are done in yours? (10 Marks)
8. CASE STUDY (20 Marks)