

JAYPEE UNIVERSITY OF INFORMATION TECHNOLOGY, WAKNAGHAT  
MID SEMESTER EXAMINATION-2015  
B.Tech VIII SEMESTER (All Branches)

COURSE CODE:14B1WHS832

MAX. MARKS: 30

COURSE NAME: International Human Resource Management

COURSE CREDITS: 3

MAX. TIME: 2HRS

Note: All questions are compulsory.

**Section A**

(Marks: 6)

1. What forces have been driving the increased internationalization of business?
2. What are the major differences between domestic and IHR?
3. How does IHRM strategy vary with an MNE's business strategy?
4. What are the pros and cons of centralization and decentralization of the IHRM function?
5. In what circumstances one would adopt an Ethnocentric approach of staffing?
6. What are the main advantages of using a Geocentric approach of staffing?

**Section B**

(Marks: 9)

1. What do you consider to be the most important factors of culture in terms of their impact on business?
2. Why is planning and forecasting a global workforce so difficult?
3. Write Short notes on :
  - a. Dual career couples
  - b. Are female expatriates different?

**Section C**

(Marks: 15)

1. You are given the opportunity in your next job to go on an extended foreign assignment, what types of support programs would you expect or ask for? If you are working in IHRM, what policy or practices would you create to deal with foreign assignments?
2. If you were to select an associate for a foreign assignment, how would you go about doing that and what characteristics would you look for to ensure success? Is "coffee machine" solution best criteria for most expatriate selection ?
3. Why is greater degree of involvement in employee's personal lives inevitable in many international HRM activities?
4. What are some of the reasons that an MNE would choose international expansion through an acquisition? An IJV? An alliance? What are the variables that would influence the decision? Which choice do you think is best for the likely benefit of the firm?
5. Name two well known MNE's that have formed international mergers or acquisitions during the last few years. Are they successful? What role does HRM play in facilitating success in international mergers or acquisitions?