

- ii) Internal hires for expatriate assignments are preferred because this reduces the risk of a poor selection decision.
- iii) IHRM is basically the HRM practices at international level.
- iv) Soft skills are never a precondition for intercultural competence.
- v) Offshoring is the relocation of a business process from one country to another.
- vi) Work is moved/off shored because of higher cost of operations in new location.
- vii) In the Ethnocentric Approach, strategic decisions are made at individual subsidiaries.
- viii) The expatriate's ability to perform the required tasks of a particular job is an important selection factor.
- ix) Bribery involves ethical payment that is consistent with the purpose.
- x) Expatriate failure involves premature return of an expatriate.

Q. 2 Answer the following.

- a) Distinguish between Domestic HRM and IHRM. [08]
- b) State the role of IHRM in Cross cultural Management. [07]

OR

- c) What are the Limitations of IHRM? [08]
- d) Discuss the role of organization in dealing cultural shock. [07]

Q. 3 Answer the following.

- a) What are the key issues in International IR? [08]
- b) List down the problems faced in international performance management. [07]

OR

- c) Discuss the ways of managing global diverse workforce. [08]
- d) Evaluate the sources of recruitment in IHRM. [07]

Q. 4 Answer the following.

- a) List down the reasons related to women in expatriation. [08]
- b) What are the criteria for selection process of expatriates? [07]

OR

- c) What are the challenges of repatriation? [08]
- d) Discuss Concepts of HCNs, TCNs and PCNs. [07]

Q. 5 A) Answer the following.

- i) What is Virtual Organization? State its benefits. [08]
- ii) Discuss significance of Offshoring. [07]

OR

B) Short Note: (Any 3) (5 marks each) [15]

- i) Various approaches of IHRM
- ii) Approaches to international compensation
- iii) Role of family in expatriation
- iv) Concepts: i) Business ethics ii) Global values
- v) Knowledge management and IHRM

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