

Programme: MBA  
Course: International HRM  
Course Code:11.672.5  
Enrolment no. \_\_\_\_\_

Full Marks: 70  
Time: 3 Hrs.

Q.No.	Questions	CO	Bloom Taxonomy Category	Marks
<b>Section I</b>				
1	<b>Short Answer type questions.</b>			
a	Briefly describe the typical organizational structures found in Multinational Corporations (MNCs).	CO1	Understand	<b>4 x 5 = 20</b>
	or			
b	Explain the significance of expatriates in international operations.	CO1	Understand	
	or			
c	State three essential components of an effective pre-departure training program for expatriates.	CO2	Remember	
	or			
d	How can international assignments contribute to the development of staff?	CO2	Understand	
	or			
e	Define performance management in the context of international employees.	CO3	Remember	
	or			
f	What are some key considerations in the performance appraisal of international employees?	CO3	Understand	
	or			
g	Briefly discuss the unique aspects of industrial relations in an international context.	CO4	Understand	
	or			
h	What are some of the major concerns that arise when managing people in an international context?	CO4	Understand	
	or			
<b>Section II</b>				
	<b>Long Answer type questions.</b>			
2	Explain the various approaches that MNCs can adopt when designing an international compensation program, highlighting their advantages and disadvantages.	CO2	Understand	<b>3 x 10 = 30</b>
	or			
3	Discuss the complexities and patterns that arise in designing international compensation programs.	CO2	Understand	
	or			
4	Evaluate the challenges associated with the performance management of international employees.	CO3	Evaluate	
	or			
5	Explain how cultural differences can impact the performance appraisal process of international employees.	CO3	Understand	
	or			
6	Analyze the key concerns that multinational corporations face when dealing with industrial relations in different host countries.	CO4	Analyze	
	or			
7	Discuss the policies and practices that MNCs often implement to manage their workforce effectively in an international context.	CO4	Understand	
	or			
<b>Section III</b>				
	<b>Application based questions</b>			
8	Evaluate the impact of cross-border mergers and acquisitions on International Human Resource Management practices within the newly formed organization.	CO1	Evaluate	<b>1 x 20 = 20</b>
	or			
9	Evaluate the strategic importance of International Human Resource Management in achieving the global objectives of Multinational Corporations.	CO1	Evaluate	
	or			

**Course Outcomes**

On the completion of the Course, the students will be able to:

CO 1: Understand the specific I-HRM related theories, concepts & practices.

CO 2: Understand the key skills required by HR professionals working in an international context with MNCs.

CO 3: Evaluate social, cultural, ethical and environmental responsibilities and issues in global contexts.

CO 4: Analyze the inter-relationship between the various dynamics involved in an international context & contribute meaningfully towards dynamic organizations.