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## NOIDA INSTITUTE OF ENGINEERING AND TECHNOLOGY, GREATER NOIDA

(An Autonomous Institute Affiliated to AKTU, Lucknow)

M.B.A.

SEM: IV - THEORY EXAMINATION (2021 - 2022)

Subject: Diversity of Work Force (IHRM)

Time: 3 Hours

Max. Marks: 100

## General Instructions:

1. The question paper comprises three sections, A, B, and C. You are expected to answer them as directed.
2. Section A - Question No- 1 is 1 mark each & Question No- 2 carries 2 mark each.
3. Section B - Question No-3 is based on external choice carrying 6 marks each.
4. Section C - Questions No. 4-8 are within unit choice questions carrying 10 marks each.
5. No sheet should be left blank. Any written material after a blank sheet will not be evaluated/checked.

## SECTION A

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## 1. Attempt all parts:-

- 1-a. A major difference between domestic HRM and international HRM is? (CO1) 1
- (a) Number of employees covered by the HR policies
  - (b) Ease with which employees ease to new culture
  - (c) Development of effective cross border management style
  - (d) Increased complexities such as currency fluctuations, foreign HR policies and practices and differing labour laws
- 1-b. If an employee is citizen of a country where operation is located but headquarter of company is located in some other country then employee is classified as: (CO1) 1
- (a) Expatriates
  - (b) Host country national
  - (c) Home country national
  - (d) Third party employee
- 1-c. Staffing policy in which the best and the most competent individuals hold key positions irrespective of the nationalities (CO2) 1
- (a) Ethnocentric
  - (b) Polycentric
  - (c) Geocentric
  - (d) All of the above
- 1-d. The compensation given to expatriates for exceptionally hard, working and living conditions, at certain locations is classified as (CO2) 1
- (a) Ethnocentric allowances
  - (b) mobility premiums
  - (c) leadership allowances
  - (d) Foreign service premiums
- 1-e. Industrial relations cover the following areas (CO3) 1
- (a) Collective bargaining
  - (b) Labor legislation
  - (c) Industrial relations training
  - (d) All of the above
- 1-f. Which of the following is not an approach of Industrial Relations? (CO3) 1
- (a) Unitary approach
  - (b) Pluralist approach

- (c) Marxist approach  
(d) Employer's approach
- 1-g. List the ways to manage workforce diversity (CO4) 1  
(a) Communication  
(b) Team building  
(c) Create cultural awareness  
(d) All of the above
- 1-h. Which global structure is built around basic functional tasks? (CO4) 1  
(a) Matrix structure  
(b) Network structure  
(c) Global product structure  
(d) Global functional structure
- 1-i. CSR stands for (CO5) 1  
(a) Corporate social responsibility  
(b) Corporate social role  
(c) Company social responsibilities  
(d) None of the above
- 1-j. The specific procedure according to which employees of company has legal rights to take part in policy designing is classified as subordination (CO5) 1  
(a) TRUE  
(b) FALSE

2. Attempt all parts:-

- 2.a. List down various objectives that leads to growth of IHRM. (CO1) 2  
2.b. Define Polycentric Approach of Staffing. (CO2) 2  
2.c. Define Unitary Approach of Industrial Relations. (CO3) 2  
2.d. Define the term Diversity Management in global context. (CO4) 2  
2.e. Define Ethical Relativism. (CO5) 2

#### SECTION B

30

3. Answer any five of the following:-

- 3-a. Write a detail note on International HR Planning. (CO1) 6  
3-b. Elaborate the model of International HRM. (CO1) 6  
3-c. Explain Expatriate Selection Process for global assignment. (CO2) 6  
3-d. Define International Performance Management along with its important features? (CO2) 6  
3.e. Explain in detail the role of Global Unions. (CO3) 6  
3-f. State and explain the strategies for managing Cultural diversity. (CO4) 6  
3.g. Discuss in detail about the IHRM trends and future challenges. (CO5) 6

#### SECTION C

50

4. Answer any one of the following:-

- 4-a. Differentiate between home country nationals, host country nationals and third country nationals. Justify the same by providing relevant examples. (CO1) 10  
4-b. Discuss in detail the different types of Organization Structures. (CO1) 10

5. Answer any one of the following:-

- 5-a. Explain the role of Expatriates. Discuss the different types and stages in Expatriate Training. (CO2) 10  
5-b. Discuss the objectives of International Compensation. Describe the main differences between "Going Rate" and "Balance sheet" approaches of International Compensation. 10

(CO2)

6. Answer any one of the following:-

- 6-a. Discuss in detail about the objectives and features of International Labour Organization. 10  
(CO3)
- 6-b. Discuss in detail the concept of Strategic International Human Resource Management (SIHRM). Explain the reasons for development of SIHRM. (CO3) 10

7. Answer any one of the following:-

- 7-a. Explain the concept of Employee Relations and Employee Involvement. Discuss the *emerging trends* of both the concepts. (CO4) 10
- 7-b. Discuss the importance of Employee Engagement for organizations? Explain the different strategies organization can adopt to improve Employee Engagement and Involvement. (CO4) 10

8. Answer any one of the following:-

- 8-a. Discuss the role of a leader in shaping Culture in an international organization. How he/she can ensure Ethics to be incorporated in the same? (CO5) 10
- 8-b. Discuss the forces which are responsible for increasing concern of business enterprises, towards Social Corporate Responsibility, in today's scenario. (CO5) 10