

Sub: Global HRM

Date: _____ Max _____
Duration: 90mins Marks: 50 **Sem:** I

Code: 22MBHR403

Branch: MBA

Note: Part A - Answer Any Two Full Questions (20*02=40 Marks)

Part B - Compulsory (01*10= 10marks)

Part	Question #	Description	Marks Distribution	Max Marks
A	1	a) What are the objective of GHRM?	<p>The objectives of Green Human Resource Management (GHRM) are:</p> <ol style="list-style-type: none"> 1. To integrate environmental sustainability into HR practices, promoting eco-friendly behaviors. 2. To foster a green organizational culture by encouraging employees to adopt sustainable practices. 3. To align HR policies with environmental goals, enhancing organizational performance and reducing ecological impact. 	3
		b) What are the difference Between HCN's, PCN's, TCN's.	<p>HCNs (Hydrogen Cyanides), PCNs (Polymerized Cyanides), and TCNs (Tricyanides) are distinct types of cyanide compounds with key differences:</p> <ol style="list-style-type: none"> 1. HCNs are simple organic compounds containing a hydrogen atom bonded to a cyanide group ($-C\equiv N$). 2. PCNs refer to cyanide compounds where multiple cyanide groups are polymerized, forming a complex structure. 3. TCNs are typically compounds containing a tricyclic structure where three cyanide groups are bonded to a central atom or molecule. 4. HCNs are volatile and toxic, 	7

			<p>whereas PCNs and TCNs can have varying levels of stability and toxicity based on their structure.</p> <p>5. Their chemical behavior, uses, and toxicity levels differ, with HCN being a gas, while PCNs and TCNs may form solids or liquids depending on conditions.</p>		
	c)	Explain Performance management for Expatriate	<p>Performance management for expatriates involves key elements that ensure successful integration and achievement of objectives in a foreign work environment. These key elements include</p> <ol style="list-style-type: none"> 1. Clear Objectives and Expectations 2. Cultural Sensitivity and Adaptability 3. Continuous Feedback and Communication 4. Support and Development 5. Adaptation of Performance Metrics 	10	
2	a)	What do you mean by paradox of Diversity?	<p>The paradox of diversity refers to the idea that while diversity can enrich organizations and societies through varied perspectives, it can also lead to challenges such as conflict, miscommunication, and difficulty in decision-making. Increased diversity might initially result in tension, as different values and viewpoints collide. However, when managed effectively, it can foster innovation and growth.</p>	3	20 M
	b)	Explain Various functions of Global HRM	<p>Global Human Resource Management (HRM) involves managing a diverse workforce across multiple countries. Key functions include:</p> <ol style="list-style-type: none"> 1. Talent Acquisition: 2. Training and Development: 3. Compensation and Benefits: 4. Performance Management: 5. Employee Relations: 	7	

		c)	Explain the selection for overseas assignment	<p>The selection process for an overseas assignment is a critical decision-making procedure that involves evaluating candidates to determine their suitability for international roles.</p> <ol style="list-style-type: none"> 1. Job Requirements and Skillset 2. Cultural Adaptability and Emotional Intelligence 3. Motivation and Willingness 4. Language Proficiency 5. Flexibility and Problem-Solving 	10	
	3	a)	What do you mean by Expatriate failure?	Expatriate failure refers to the inability of an employee assigned to work in a foreign country to adapt and perform effectively. It often results in early return, job dissatisfaction, or poor performance abroad.	3	20 M
		b)	Explain the key component of Global total rewards Programs	<p>Global Total Rewards programs are comprehensive strategies that organizations use to attract, motivate, and retain employees across different regions and cultures.</p> <p>1.Compensation and Salary: 2. Benefits Packages: 3. Recognition Programs: 4. Career Development Opportunities: 5. Work-Life Balance Initiatives</p>	7	
		c)	Explain the differences between IHRM, & HRM	<p>The primary difference between International Human Resource Management (IHRM) and Human Resource Management (HRM) lies in the scope, focus, and complexity of managing human resources across different environments—domestic versus international.</p> <ol style="list-style-type: none"> 1. Scope and Focus 2. Cultural Differences 	10	

				<p>3. Legal and Regulatory Environment</p> <p>4. Recruitment and Selection</p> <p>5. Training and Development</p>		
	4	A)	What is Diversity Training ?	<p>Diversity training refers to educational programs or initiatives designed to increase awareness and understanding of diversity and inclusion in the workplace or community. These programs aim to educate individuals about differences in race, ethnicity, gender, age, disability, sexual orientation, religion, cultural backgrounds, and other identity factors.</p>	10	10 M
		B	Explain Hobstede's Four Cultural Modes.	<p>Hofstede's Four Cultural Dimensions (also known as Hofstede's Cultural Dimensions Theory) are a framework for cross-cultural communication and understanding. The theory was developed by Dutch social psychologist Geert Hofstede in the 1970s and is widely used to understand how values in the workplace are influenced by culture.</p> <ol style="list-style-type: none"> 1. Power Distance Index (PDI): 2. Individualism vs. Collectivism (IDV) 3. Masculinity vs. Femininity (MAS): 4. Uncertainty Avoidance Index (UAI): 		
		C	Explain the establishment of labour standards by international institutions	<p>These standards are typically set by various international bodies, with the most prominent being the International Labour Organization (ILO), which was founded in 1919 as part of the Treaty of Versailles.</p> <ol style="list-style-type: none"> 1. International Labour Organization (ILO) 2. Tripartite System of the ILO 		

				<ol style="list-style-type: none"> 3. Core Labour Standards 4. Other International Institutions and Agreements 5. Global Labor Standards and Trade 		
	5	A	What are the key parts of Performance management cycle	<p>The Performance Management Cycle is a continuous process that helps organizations manage and enhance the performance of their employees.</p> <ol style="list-style-type: none"> 1. Goal Setting 2. Ongoing Feedback and Communication 3. Coaching and Development 4. Performance Evaluation 5. Performance Review Discussion 		
		B	Explain organizational culture and innovation Model	<p>The culture is deeply embedded in the organization's structure and is often considered the "personality" of the organization.</p> <p>Key Elements of Organizational Culture:</p> <ol style="list-style-type: none"> 1. Values and Beliefs 2. Norms and Practices 3. Symbols and Artifacts 4. Language and Communication 5. Rituals and Traditions: 		
		C	Explain Approaches to international compensation	<p>International compensation refers to the strategies and structures organizations use to compensate employees working in international assignments or in foreign locations.</p> <ol style="list-style-type: none"> 1. The Ethnocentric Approach 		

				<ol style="list-style-type: none"> 2. The Polycentric Approach 3. The Geocentric Approach 4. The Regio centric Approach 5. The Balance Sheet Approach 		
	6	A	What do you mean by corporate social responsivity	<p>CSR involves businesses taking responsibility for their impact on society and the environment, ensuring they contribute positively to the community and work toward sustainable practices.</p> <p>Key aspects of CSR include</p> <ol style="list-style-type: none"> 1.Environmental Responsibility 2.Social Responsibility 3.Ethical Governance 4.Philanthropy 		
		B	Explain the reason for expatriate failure	<p>Expatriate failure refers to the inability of an employee to complete an international assignment successfully.</p> <ol style="list-style-type: none"> 1. Cultural Adjustment Issues 2. Family Problems 3. Inadequate Preparation or Support 4. Poor Job Fit 5. Personal and Psychological Factors 6. Poor Communication and Relationship Management 7. Business or Economic Environment 8. Repatriation Problems 		
		C	Explain Performance management cycle	<p>The Performance Management Cycle is a systematic process used by organizations to ensure that employees' performance aligns with organizational goals and objectives.</p> <ol style="list-style-type: none"> 1. Planning 2. Monitoring 3. Reviewing 		

				4. Developing 5. Rewarding		
	7	A	What do you mean by repatriations	Repatriations refer to the process of returning people, cultural objects, or assets to their place of origin or citizenship, typically after they have been removed or displaced.		
		B	Explain Performance management system practice in china & USA	Performance management systems (PMS) are essential in both China and the USA, but they are shaped by different cultural, organizational, and economic factors. <ol style="list-style-type: none"> 1. Cultural Influences 2. Performance Appraisal 3. Goal Setting 4. Feedback and Communication 5. Training and Development 		
		C	Explain the role of Culture in international business.	Culture plays a crucial role in international business as it influences how individuals, organizations, and entire countries interact, negotiate, and make decisions in the global marketplace. Understanding cultural differences can significantly impact the success or failure of international business ventures. <ol style="list-style-type: none"> 1. Communication Styles, 2. Business Etiquette and Practices, 3. Leadership and Organizational Structures, 4. Attitudes toward Time, 5. Values and Ethics. 		

