



**SIDDHARTH GROUP OF INSTITUTIONS :: PUTTUR  
(AUTONOMOUS) :: PUTTUR**

Siddharth Nagar, Narayanavanam Road – 517583

**QUESTION BANK (DESCRIPTIVE)**

**Subject with Code :** INTERNATIONAL HUMAN RESOURCE MANAGEMENT (18MB9051)

**Course & Branch:** MBA

**Year & SEM:** II-MBA & IV-SEM

**Regulation:** R18

**UNIT-I**

**International Human Resource Management concept**

1. Define IHRM. Mention international HRM objectives. [10M]
2. Elaborate the models of international HRM. [10M]
3. Explain the approaches relevant to international HRM. [10M]
4. Distinguish between domestic human resource management and global human resource management. [10M]
5. Explain scope of International Human Resource Management. [10M]
6. Enumerate the major factors that influence international HRM. [10M]
7. Definition of IHRM and its importance of international HRM. [10M]
8. Define expanding role of international HRM. [10M]
9. What are the emerging issues of global human resource management? Explain. [10M]
10. Explain the challenges to international HRM. [10M]

**UNIT-II****Human and Cultural Variables in Global Organizations**

1. Define culture and its characteristics of culture. [10M]
2. What are the cross cultural differences that exist and how to manage them [10M]
3. Write a short note on culture and explain the elements of culture. [10M]
4. Define cultural variables and its effect on work environment. [10M]
5. Define cross culture differences and factor constituting cultural differences. [10M]
6. Explain cross culture research/Analysis Methodologies. [10M]
7. Explain problem associated with cross culture research. [10M]
8. Discuss Hofstede's cultural dimensions and its implication on global human resource management. [10M]
9. What are the factors affecting cultural variables. [10M]
10. Explain evolution of cross-cultural research methods. [10M]

**UNIT-III****International Staffing and Compensation Practices**

1. What is international staffing? Outline the nature of international staffing. [10M]
2. Discuss various staffing sources and its staffing policies. [10M]
3. Explain the process of international staffing along with diagram. [10M]
4. Write a detail notes on international HR planning. [10M]
5. Elaborate recruitment in international context. [10M]
6. Enumerate the various criteria which should be considered with selecting employees at international level. [10M]
7. Define training expatriate. Explain its types of expatriate training [10M]
8. What is repatriation? Discuss repatriation process in detail? [10M]
9. Define international compensation and its components. [10M]
10. Explain differences between PCN's and TCN's. [10M]

**UNIT-IV****APPRAISAL AND TRAINING AND DEVELOPMENT IN THE GLOBAL  
PERSPECTIVE**

1. What are international performance management and its features? [10M]
2. Enumerate process of international performance management. [10M]
3. Explain cross-culture training and its need of cross culture training. [10M]
4. Define the evaluating performance appraisal program. [10M]
5. Define the essential and functions of agencies. [10M]
6. Explain how global HRM practices can be evaluated. [10M]
7. Explain performance management and its process. [10M]
8. What is competency appraisal? Explain its process? [10M]
9. Define learning and dimensions of learning styles. [10M]
10. What are the components of effective performance appraisal program [10M]

**Unit - V****International Industrial Relations and people Management**

1. Define industrial international labor relation. And its approaches to international labor relations [10M]
2. Define trade union and the types of trade unions. [10M]
3. What is mean by collective negotiation? Discuss the type of collective negotiation. [10M]
4. Explain the concepts of international conflict. [10M]
5. Explain quality circle and process/steps are involved in quality circle. [10M]
6. What is meant by participative management and explain benefits of worker participation in management? [10M]
7. Write a detail notes on people management in USA. [10M]
8. How people are managed in Asian countries? Explain. [10M]
9. Explain difference between labor relation practice in Europe and USA. [10M]
10. Discuss people management in Middle East. [10M]