



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

Siddharth Nagar, Narayanavanam Road – 517583

**QUESTION BANK (DESCRIPTIVE)**

**Subject with Code : GLOBAL HUMAN RESOURCE MANAGEMENT (16MB745)**

**Course & Branch: MBA Year & SEM: II-MBA & II-SEM Regulation: R16**

**UNIT-I**

**International Human Resource Management concept**

1. Define IHRM. Mention international HRM objectives.
2. Elaborate the models of international HRM.
3. Explain the approaches relevant to international HRM.
4. Distinguish between domestic HRM and international HRM.
5. Explain scope of International Human Resource Management.
6. Enumerate the major factors that influence international HRM.
7. Definition of IHRM and its importance of international HRM.
8. Define expanding role of international HRM.
9. Define the Global issues in international HRM.
10. Explain the challenges to international HRM.

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

1. Define culture and its characteristics of culture.
2. Explain the cultural variables and its categories of cross-culture variables.
3. Explain the elements of culture.
4. Define cultural variables and its effect on work environment.
5. Define cross culture differences and factor constituting cultural differences.
6. Explain cross culture research/Analysis Methodologies.
7. Explain problem associated with cross culture research.
8. Write a detail note on Hofstede's file cultural dimensions.
9. What are the factors affecting cultural variables.
10. Explain evolution of cross-cultural research methods.

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

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

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

1. What are international performance management and its features?
2. Enumerate process of international performance management.
3. Explain cross-culture training and its methods of cross culture training.
4. Define the evaluating performance appraisal program.
5. Define the essential and functions of agencies.
6. Explain how global hrm practices can be evaluated.
7. Explain performance management and its process.
8. What is competency appraisal? Explain its process?
9. Define learning and dimensions of learning styles.
10. What do you mean by international training and development?

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

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

Prepared by:  
**R. JYOTHSNA DEVI.**