SREENIVASA INSTITUTE of TECHNOLOGY and MANAGEMENT STUDIES
(AUTONOMOUS)

(INTERNATIONAL HUMAN RESOURCE MANAGEMENT)

QUESTION BANK

II MBA / IV - SEMESTER   REGULATION: R22

BY

FACULTY INCHARGE   :   DR.JYOSHNA.C, ASSOCIATE PROFESSOR

DEPARTMENT   :   MASTER OF BUSINESS ADMINISTRATION

II MBA – Semester - IV

Course Code		L	T	P	C
22MBA243C	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	**4**	**0**	**0**	**4**

Course Educational Objectives:

CEO1: To provide a framework and clear understanding of International HRM

CEO2: To provide student the strategic and functional roles of HRM in various international contexts, especially in areas such as recruitment and selection

CEO3: To provide the idea and the process of repatriate and expatriate management in MNCs including cross cultural training.

CEO4: To provide the student the knowledge to develop competency in dealing with performance management through competency appraisal, downsizing, layoff and turnover

CEO5: To develop generic and transferable skills in diagnosing International HRM issues critically this includes work and labor regulations, strategic HRM issues.

UNIT - I	**Introduction to IHRM**	Lecture Hrs: 8

Reasons for going Global - Approaches to IHRM, Difference between IHRM & Domestic HRM, Challenges of IHRM- Global Assignments.

UNIT - II	**International Staffing**	Lecture Hrs: 11

Sources, IHRM Planning–Recruitment - Selection in International Context - Challenges of recruitment - Global Leadership Development Programs, Dealing with employee shortages.

UNIT - III	**Repatriation and Expatriation**	Lecture Hrs:10

Process of Repatriate and Expatriate management in Multinational Companies, Training Expatriates and Repatriates, Cross Cultural Training, Methods of Training adopted.

UNIT - IV	**Performance and Compensation Management**	Lecture Hrs:10

Performance management System in MNCs - Competency Appraisal, Downsizing, Layoff, Turnover, Objectives and Key Components of International Compensation, Compensation Practices in MNCs, Rewards and Incentives.

UNIT - V	**IHRM in Present Context**	Lecture Hrs:11

Issues in IHRM - Cultural Issues in MNC's – Global Downsizing - Corporate Social Responsibility at Global Level - Industrial Relations in Global Organizations - Role of Trade Unions at International Level.

Course Outcomes:

On successful completion of the course the student will be able to,	POs & PSOs related to COs
CO1	**Describe** the framework and clear understanding of International HRM.	PO1, PO4, PO5, PO6, PSO1, PSO2
CO2	**Demonstrate** HRM challenges facing multinational corporations including, staffing, and development of global leadership.	PO1, PO2, PO3, PO5, PO6, PSO1, PSO2

CO3	**Analyze** the HRM challenges facing in the process of repatriation and expatriation.	PO1, PO2, PO3, PO5, PO6, PSO1, PSO2
CO4	**Measure** the performance management systems in MNCs in competency mapping.	PO1, PO3, PO5, PO6, PSO1, PSO2
CO5	**Develop** a global mindset and sensitivity to cultural issues in organizations.	PO1, PO2, PO3, PO4, PO5, PO6, PSO1, PSO2

Text Books:

1. International Human Resource Management, 1/e, P. SubbaRao, Himalaya Publishing House, New Delhi, 2011.
2. International Human Resource Management: Text and Cases, 2/e, K. Aswathappa, Sadhna Dash, Tata McGraw-Hill, New Delhi. 2012.

Reference Books:

1. International Dimensions of Organizational Behavior, 5/e, Adler N.J., Kent Publishing, Boston, 2008.
2. International Dimensions of Organizational Behavior, 5/e, Adler N.J., Kent Publishing, Boston, 2008.
3. International Human Resource Management (Text and Cases), 3/e, P. Subba Rao, Himalaya Publishing House Pvt. Ltd., 2022.
4. International Human Resource Management Paperback, Peter J. Dowling, Marion Festing, Allen D. Engle, 2017.

   Online Learning Resources:

https://www.businessmanagementideas.com/international-human-resource-management/international-human-resource-management/19613
https://www.whatishumanresource.com/international-staffing
https://theintactone.com/2019/02/09/shrm-u4-topic-11-expatriation-and-repatriation/
https://www.slideshare.net/SoumyaSahoo1/ihrm-performance-management
https://www.ukessays.com/essays/business/the-issues-of-international-human-resource-management-business-essay.php

SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES

(Autonomous)

Department of Management Studies

QUESTION BANK   International Human Resource Management

Question No.	Questions	PO Attainment
	QUESTION BANK	
	UNIT – 1: Introduction toIHRM	
	PART-A (Two Marks Questions)	
1	Define IHRM.	PO1,PO4,PO5,PO6
2	Explain the reason for going Global.	PO1,PO4,PO5,PO6
3	Explain IHRM significance in global business.	PO1,PO4,PO5,PO6
4	List two key reasons why organizations choose to go global with their operations.	PO1,PO4,PO5,PO6
5	Explain the strategic reasons for a company to expand its business globally.	PO1,PO4,PO5,PO6
6	Identify two benefits that companies can gain by operating in international markets.	PO1,PO4,PO5,PO6
7	Describe the ethnocentric approach.	PO1,PO4,PO5,PO6
8	Highlight two fundamental differences between International HRM and Domestic HRM.	PO1,PO4,PO5,PO6
9	Explain how cultural diversity impacts the HRM practices of multinational companies.	PO1,PO4,PO5,PO6
10	Discuss two major challenges faced by expatriates during international assignments.	PO1,PO4,PO5,PO6
11	Describe the importance of cross-cultural training in preparing employees for global assignments.	PO1,PO4,PO5,PO6
	PART-B (Ten Marks Questions)	
1	Explain the concept of International Human Resource Management (IHRM) and its role in the context of global business expansion.	PO1,PO4,PO5,PO6
2	Discuss the key drivers that push organizations to go global and the challenges they may encounter in managing an international workforce.	PO1,PO4,PO5,PO6
3	Compare and contrast the strategic reasons behind two multinational companies' decisions to expand their operations globally.	PO1,PO4,PO5,PO6
4	Evaluate the potential benefits and risks associated with their global expansion strategies and the impact on their human resource management practices.	PO1,PO4,PO5,PO6
5	Analyze the ethnocentric, polycentric, and geocentric approaches in International HRM.	PO1,PO4,PO5,PO6
6	Choose a multinational company and assess which approach they have adopted, providing reasons for their choice and its effectiveness in managing a diverse global workforce.	PO1,PO4,PO5,PO6
7	Explore the fundamental differences between International HRM and Domestic HRM, including cultural, legal, and economic considerations.	PO1,PO4,PO5,PO6
8	Discuss the challenges faced by HR professionals when adapting domestic HRM practices to an international context.	PO1,PO4,PO5,PO6
9	Discuss about Global Assignments.	PO1,PO4,PO5,PO6

SREENIVASA INSTITUTE OF TECHNOLOGY AND MANAGEMENT STUDIES
(Autonomous)
Department of Management Studies

QUESTION BANK | International Human Resource Management

Question No.	Questions	PO Attainment
	UNIT – 2: InternationalStaffing	
	PART-A (Two Marks Questions)	
1	Define "International Staffing".	PO1,PO2,PO3,PO5,PO6
2	Explain International Staffing significance in the global business environment.	PO1,PO2,PO3,PO5,PO6
3	What are the key sources of international staffing.	PO1,PO2,PO3,PO5,PO6
4	Explain the importance of effective International Human Resource Management (IHRM) planning in the context of global staffing.	PO1,PO2,PO3,PO5,PO6
5	Describe the recruitment process in an international context.	PO1,PO2,PO3,PO5,PO6
6	Discuss two key factors that multinational companies should consider while selecting candidates for international assignments.	PO1,PO2,PO3,PO5,PO6
7	How do global leadership development programs contribute to nurturing talent and fostering employee growth in multinational companies?	PO1,PO2,PO3,PO5,PO6
8	Identify two common challenges faced by multinational companies in dealing with employee shortages across different countries.	PO1,PO2,PO3,PO5,PO6
9	Explain the significance of cross-cultural competency in the recruitment and selection process for international positions.	PO1,PO2,PO3,PO5,PO6
	PART-B (Ten Marks Questions)	
1	Evaluate the significance of International Staffing in the context of a globalized business environment.	PO1,PO2,PO3,PO5,PO6
2	Discuss how multinational companies can strategically use international staffing to gain a competitive advantage.	PO1,PO2,PO3,PO5,PO6
3	Compare and contrast the sources of international staffing with domestic staffing sources.	PO1,PO2,PO3,PO5,PO6
4	Analyze the factors that influence multinational companies' decisions to choose between various international staffing options.	PO1,PO2,PO3,PO5,PO6
5	Design a comprehensive International Human Resource Management (IHRM) planning process for a multinational company planning to expand its operations into three different countries.	PO1,PO2,PO3,PO5,PO6
6	Discuss the challenges faced by multinational companies in the recruitment process when hiring for international positions. Provide specific examples and propose strategies to overcome these challenges.	PO1,PO2,PO3,PO5,PO6
7	Analyze the selection process for international assignments. Examine the key criteria used to assess candidates' suitability for global roles and how organizations can ensure fairness and objectivity in the selection process.	PO1,PO2,PO3,PO5,PO6
8	Develop a global leadership development program for a multinational company aiming to develop a pool of capable leaders for its diverse international locations.	PO1,PO2,PO3,PO5,PO6
9	Investigate the common causes of employee shortages in international locations for multinational companies.	PO1,PO2,PO3,PO5,PO6
10	Assess the role of cross-cultural training and its impact on expatriate success in international assignments.	PO1,PO2,PO3,PO5,PO6

Question No.	Questions	PO Attainment
	UNIT – 3: RepatriationandExpatriation	
	PART-A (Two Marks Questions)	
1	Define "Repatriation".	PO1,PO2,PO3,PO5,PO6
2	Define "Expatriation".	PO1,PO2,PO3,PO5,PO6
3	Explain the process of repatriate management.	PO1,PO2,PO3,PO5,PO6
4	Discuss the challenges faced by multinational companies in managing expatriates.	PO1,PO2,PO3,PO5,PO6
5	Describe the key steps involved in the repatriation process of employees.	PO1,PO2,PO3,PO5,PO6
6	What is cross-cultural training.	PO1,PO2,PO3,PO5,PO6
7	Identify two methods of cross-cultural training adopted by multinational companies.	PO1,PO2,PO3,PO5,PO6
8	Discuss the role of training in preparing expatriates.	PO1,PO2,PO3,PO5,PO6
9	Analyze the impact of failed repatriation on employee morale and organizational performance.	PO1,PO2,PO3,PO5,PO6
	PART-B (Ten Marks Questions)	
1	Evaluate the challenges faced by multinational companies in managing expatriates and repatriates.	PO1,PO2,PO3,PO5,PO6
2	Propose a comprehensive strategy to enhance the effectiveness of the entire expatriation and repatriation process.	PO1,PO2,PO3,PO5,PO6
3	Compare and contrast the process of repatriation and expatriation management in multinational companies.	PO1,PO2,PO3,PO5,PO6
4	Discuss the commonalities and differences between these two aspects of International Human Resource Management (IHRM).	PO1,PO2,PO3,PO5,PO6
5	Design a cross-cultural training program for expatriates being sent on international assignments	PO1,PO2,PO3,PO5,PO6
6	Explain the key components of the training, how it addresses cultural challenges, and the expected outcomes.	PO1,PO2,PO3,PO5,PO6
7	Analyze the impact of a failed expatriation assignment on both the individual expatriate and the multinational company. Suggest preventive measures and support systems to minimize the risk of failure.	PO1,PO2,PO3,PO5,PO6
8	Examine the importance of training and development programs for repatriates returning from international assignments.	PO1,PO2,PO3,PO5,PO6
9	Explore the cultural and psychological challenges faced by expatriates and repatriates. Provide real-world examples and suggest coping mechanisms to navigate these challenges effectively.	PO1,PO2,PO3,PO5,PO6
10	Assess the effectiveness of different methods of cross-cultural training adopted by multinational companies.	PO1,PO2,PO3,PO5,PO6

Question No.	Questions	PO Attainment
**UNIT – 4: PerformanceandCompensationManagement**	
**PART-A (Two Marks Questions)**	
1	Define "Performance Management System"	PO1,PO3,PO5,PO6
2	explain PMS role in enhancing employee productivity..	PO1,PO3,PO5,PO6
3	Discuss the concept of competency appraisal in performance management.	PO1,PO3,PO5,PO6
4	Identify two competencies commonly assessed in MNCs.	PO1,PO3,PO5,PO6
5	Define Downsizing.	PO1,PO3,PO5,PO6
6	Define Lay-off.	PO1,PO3,PO5,PO6
7	Identify two common reasons for employee turnover in MNCs.	PO1,PO3,PO5,PO6
8	Discuss how effective performance and compensation management practices can mitigate turnover.	PO1,PO3,PO5,PO6
9	What are the objectives of international compensation in MNCs?	PO1,PO3,PO5,PO6
10	Describe two key components of international compensation packages offered to expatriates.	PO1,PO3,PO5,PO6
11	Discuss the role of rewards and incentives in motivating employees to perform at their best in the international work environment.	PO1,PO3,PO5,PO6
**PART-B (Ten Marks Questions)**	
1	Evaluate the effectiveness of performance management systems in MNCs in enhancing employee performance and driving organizational success.	PO1,PO3,PO5,PO6
2	Discuss the challenges faced by MNCs in implementing Performance Management systems across different cultures and countries.	PO1,PO3,PO5,PO6
3	Analyze the concept of competency appraisal in the context of international human resource management.	PO1,PO3,PO5,PO6
4	Discuss how competency-based assessments can help MNCs identify and develop key talent for global leadership positions.	PO1,PO3,PO5,PO6
5	Compare and contrast downsizing and layoff strategies as workforce management approaches in MNCs.	PO1,PO3,PO5,PO6
6	Examine the ethical considerations and impacts on employee morale and organizational reputation.	PO1,PO3,PO5,PO6
7	Investigate the major factors contributing to employee turnover in multinational companies.	PO1,PO3,PO5,PO6
8	Design a comprehensive international compensation package for expatriates working in a high-cost location.	PO1,PO3,PO5,PO6
9	Discuss the role of rewards and incentives in motivating employees in a global context.	PO1,PO3,PO5,PO6

Question No.	Questions	PO Attainment
**UNIT – 5: IHRMinPresentContext**	
**PART-A (Two Marks Questions)**	
1	Identify two key issues in International Human Resource Management (IHRM) in the present context.	PO1,PO2,PO3, PO4, PO5,PO6
2	Discuss the cultural issues of multinational companies (MNCs) in IHRM.	PO1,PO2,PO3, PO4, PO5,PO6

QUESTION BANK   International Human Resource Management

3	Explain the concept of global downsizing.	PO1,PO2,PO3, PO4, PO5,PO6
4	Discuss the challenges faced by MNCs in implementing downsizing strategies across different countries.	PO1,PO2,PO3, PO4, PO5,PO6
5	Assess the importance of Corporate Social Responsibility (CSR) at a global level.	PO1,PO2,PO3, PO4, PO5,PO6
6	Provide examples of how MNCs can integrate CSR practices into their international operations.	PO1,PO2,PO3, PO4, PO5,PO6
7	Analyze the role of industrial relations in global organizations.	PO1,PO2,PO3, PO4, PO5,PO6
8	Discuss how effective industrial relations contribute to organizational harmony in MNCs.	PO1,PO2,PO3, PO4, PO5,PO6
9	Evaluate the significance of trade unions at an international level.	PO1,PO2,PO3, PO4, PO5,PO6
10	Discuss two potential solutions to address the cultural challenges faced by MNCs in their global operations.	PO1,PO2,PO3, PO4, PO5,PO6
PART-B (Ten Marks Questions)		
1	Evaluate the emerging issues in International Human Resource Management (IHRM) in the present context.	PO1,PO2,PO3, PO4, PO5,PO6
2	Discuss how IHRM issues impact multinational companies (MNCs) and suggest strategies to address them effectively.	PO1,PO2,PO3, PO4, PO5,PO6
3	Analyze the cultural issues faced by MNCs in their global operations.	PO1,PO2,PO3, PO4, PO5,PO6
4	Discuss the challenges of managing a culturally diverse workforce and how cultural intelligence can be developed in international managers.	PO1,PO2,PO3, PO4, PO5,PO6
5	Discuss the reasons and implications of global downsizing in multinational companies.	PO1,PO2,PO3, PO4, PO5,PO6
6	Evaluate the ethical considerations and the role of IHRM in managing downsizing processes.	PO1,PO2,PO3, PO4, PO5,PO6
7	Assess the significance of Corporate Social Responsibility (CSR) at a global level for multinational companies.	PO1,PO2,PO3, PO4, PO5,PO6
8	Examine the role of industrial relations in global organizations.Discuss how effective industrial relations practices can contribute to fostering positive employee relations in MNCs.	PO1,PO2,PO3, PO4, PO5,PO6
9	Evaluate the challenges faced by multinational companies in dealing with trade unions at an international level.	PO1,PO2,PO3, PO4, PO5,PO6

ALL THE BEST