



QUESTION BANK

Year / Semester: **II MBA II Semester**

Regulation: **R22**

Subject and Code: **International Human Resource Management & 22MBA234C**

SYLLABUS

II MBA II Semester	L	T	P
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22MBA244C INTERNATIONAL HUMAN RESOURCE MANAGEMENT			

Course Educational Objective (CEOs):

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

CEO 5: 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: Reasons for going Global-Approaches to IHRM, Difference between IHRM & Domestic HRM, Challenges of IHRM-Global Assignments.

UNIT-II: International Staffing: Sources, IHRM Planning-Recruitment-Selection in International Context-Challenges of recruitment-Global Leadership Development Programmes, dealing with employee shortages.

UNIT- III : Repatriation and Expatriation: 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: Performance management System in MNCs - competency appraisal, downsizing, layoff, turnover, objectives and Key components of international



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compensation, compensationPracticesinMNCs,rewardsand incentives.

UNIT-V:IHRMinPresentContext:IssuesinIHRM-CulturalIssuesinMNC's-Global Downsizing-CorporateSocialResponsibilityatGlobalLevel-IndustrialRelationsinGlobalOrganizations -Roleof TradeUnionsatInternationalLevel.

CourseOutcomes:

On successful completion of the course the student will be able to,		POs related toCOs
CO 1	Describe theexternalforcesthathavethepotential toshape International HRM	PO1,PO4,PO5,PO6
CO 2	Demonstrate challengesfacingmultinationalcorporationsincluding, staffing,anddevelopmentof globaleadership	HRM PO1,PO2,PO3,PO5,PO6
CO 3	Analyze theHRMchallenges facingintheprocessofrepatriationprocess of theexpatriate	PO1,PO2,PO3,PO5,PO6
CO 4	Measure theperformance managementsystems inMNCsincompetency mapping,demotion.	PO1,PO3,PO5,PO6
CO 5	Develop aglobalmindsetandsensitivitytoculturalissuesinorganizatio ns	PO1, PO2, PO3, PO4, PO5,PO6



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Max Marks: 10

S.No.	CO	Questions	BT
Unit I: Introduction to IHRM			
1	1	Define International Human Resource Management (IHRM). Explain the reasons for organizations going global.	L2
2	1	Discuss the major approaches to IHRM.	L4
3	1	Differentiate between IHRM and Domestic HRM.	L4
4	1	a. Explain the scope of IHRM in multinational organizations. b. Functions of IHRM in multinational organizations.	L2
5	1	Discuss the challenges faced by IHRM in global operations.	L4
6	1	Explain the concept of Global Assignments in IHRM.	L2
7	1	Discuss the types of Global Assignments with suitable examples.	L4
8	1	How do cultural differences impact IHRM practices? Explain.	L4
9	1	Evaluate the importance of IHRM in achieving global competitive advantage.	L5
10	1	How can organizations overcome the challenges of managing global assignments? Explain.	L5
S.No.	CO	Questions	BT
Unit II: International Staffing			
1	2	a. Explain the concept of IHRM Planning. b. Discuss its importance in multinational organizations.	L2
2	2	Discuss the different sources of recruitment in an international context.	L4
3	2	Explain the recruitment process in the international context.	L2
4	2	Describe the selection process followed in multinational companies.	L2



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5	2	Discuss the challenges of international recruitment and selection.	L4
6	2	Differentiate between domestic and international recruitment.	L4
7	2	Explain the concept and importance of Global Leadership Programmes.	L4
8	2	Discuss various strategies adopted by multinational companies to deal with employee shortages.	L4
9	2	Evaluate the effectiveness of global talent acquisition strategies in multinational organizations.	L5
10	2	How can organizations integrate IHRM planning with global leadership development to ensure long-term sustainability?	L5

S.No.	CO	Questions	BT
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Unit III: Repatriation and Expatriation

1	3	Define Expatriate and Repatriate. Explain their role in multinational companies.	L2
2	3	Explain the process of Expatriate Management in multinational companies.	L4
3	3	Describe the Repatriation Process and its importance in global organizations.	L4
4	3	Discuss the challenges faced during expatriation and repatriation.	L4
5	3	Explain the need and objectives of training expatriates and repatriates.	L4
6	3	What is Cross-Cultural Training? Explain its significance in international assignments.	L4
7	3	Discuss the various methods of training adopted for expatriates.	L4
8	3	Differentiate between pre-departure training and post-arrival training.	L4



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9	3	Evaluate the effectiveness of cross-cultural training in reducing expatriate failure.)	L5
10	3	How can multinational companies design an effective expatriate and repatriate management programme? Explain.	L5

S.No.	CO	Questions	BT
Unit IV: Performance and Compensation Management			
1	4	Explain the concept of Performance Management System (PMS) in Multinational Companies	L2
2	4	a. Discuss the process of Competency Appraisal in MNCs. b. Significance of Competency Appraisal in MNCs.	L4
3	4	Differentiate between Downsizing, Layoff, and Employee Turnover.	L4
4	4	Explain the causes and impact of employee turnover in multinational organizations.	L4
5	4	Discuss the objectives of International Compensation in MNCs.	L2
6	4	Explain the key components of an International Compensation Package.	L4
7	4	Describe the compensation practices followed by MNCs across countries.	L4
8	4	Discuss various rewards and incentive systems adopted in multinational companies.	L4
9	4	Evaluate the effectiveness of Performance Management Systems in global organizations.	L5
10	4	Design a suitable international compensation and reward strategy for expatriates in an MNC.	L5

S.No.	CO	Questions	BT
Unit V: IHRM in Present Context			
1	5	Explain the major issues in International Human Resource Management (IHRM).	L2
2	5	Discuss the cultural issues faced by Multinational Companies (MNCs).	L4



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3	5	How do cultural differences affect HR policies and practices in global organizations? Explain.	L4
4	5	Define Global Downsizing. Discuss its causes and consequences in multinational organizations.	L4
5	5	Explain the concept of Corporate Social Responsibility (CSR) at the global level.	L2
6	5	Discuss the importance of CSR in multinational companies operating across countries.	L5
7	5	Describe the nature and scope of Industrial Relations in global organizations.	L4
8	5	Explain the role and functions of Trade Unions at the international level.	L4
9	5	Evaluate the impact of globalization on industrial relations systems.	L5
10	5	Suggest strategies for managing cultural diversity and industrial relations issues in MNCs.	L5

Note: L1-Remembering, L2-Understanding, L3-Appling, L4-Analyzing, L5-Evaluating, and L6-Creating

Text Books:

1. Subbarao.P:InternationalBusiness,Himalaya Publication, 2013,
2. Dewan:InternationalBusinessManagement (Discovery), 1996

References

1. 1JohnD.DanielandRadebanghLeeHInternationalBusiness(Addison Wesley)
2. V.K.Bhalla:InternationalBusinessEnvironmentandManagement, AnmolPublications, 2010
3. AnantK.Sundaram &Stewartblack:InternationalBusinessEnvironment(PrenticeHall), 1994.
4. Ajitabh:Global Competitiveness (Excel), 2008