

PART - A Answer ONE Question from each UNIT (5 x 12 = 60 Marks)**All Questions Carry Equal Marks****PART - B Compulsory (1 x 10 = 10 Marks)****PART -A****UNIT-I**

- | | Marks | CO | BL |
|---|--------------|-----------|-----------|
| 1.a) Explain the concept of Global HRM and discuss its evolution in the context of the new global economy. | 6M | CO1 | BL2 |
| b) Analyze the major challenges of globalization and their impact on managing human resources across countries. | 6M | CO1 | BL4 |

OR

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|--|----|-----|-----|
| 2.a) Discuss the strategic role of International HRM in multinational organizations with suitable examples. | 6M | CO1 | BL6 |
| b) Describe the role of HR in leveraging human resources for competitive advantage at the international level. | 6M | CO1 | BL2 |

UNIT-II

- | | Marks | CO | BL |
|--|--------------|-----------|-----------|
| 3.a) Discuss the significance of international assignments in global organizations and their impact on business performance. | 6M | CO2 | BL6 |
| b) Explain the process of Global HR Planning and its importance in multinational corporations. | 6M | CO2 | BL2 |

OR

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|--|----|-----|-----|
| 4.a) Critically analyze staffing policies in international HRM | 6M | CO2 | BL4 |
| b) "Repatriation is often the most neglected phase of international assignments." Discuss with strategies. | 6M | CO2 | BL6 |

UNIT-III

- | | Marks | CO | BL |
|--|--------------|-----------|-----------|
| 5.a) Explain the importance of cross-cultural management in global organizations. | 6M | CO3 | BL2 |
| b) Summarize various cross-cultural theories with special reference to Hofstede's cultural dimensions model. | 6M | CO3 | BL2 |

OR

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|--|----|-----|-----|
| 6.a) Elaborate the concept of talent crunch in global markets and its impact on Indian MNCs. | 6M | CO3 | BL6 |
| b) Discuss strategies for managing cross-cultural teams effectively. | 6M | CO3 | BL6 |

UNIT-IV

- | | Marks | CO | BL |
|--|--------------|-----------|-----------|
| 7.a) Explain the objectives and importance of compensation management in global organizations. | 6M | CO4 | BL2 |
| b) Analyze various models of international compensation and their suitability in different contexts. | 6M | CO4 | BL4 |

OR

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|------|---|----|-----|-----|
| 8.a) | Interpret the recent trends and issues in global compensation management. | 6M | CO4 | BL2 |
| b) | Analyze the relationship between compensation and performance management in global organizations. | 6M | CO4 | BL4 |

UNIT-V

- | | | Marks | CO | BL |
|------|--|-------|-----|-----|
| 9.a) | Describe the challenges faced by organizations in maintaining work-life balance globally. | 6M | CO5 | BL2 |
| b) | Explain how HR strategies can be aligned with global business strategies to enhance performance. | 6M | CO5 | BL2 |

OR

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|-------|---|----|-----|-----|
| 10.a) | Explain how HRD contributes to achieving global strategic advantage in organizations. | 6M | CO5 | BL2 |
| b) | Discuss the challenges in creating new jobs in the era of globalization. | 6M | CO5 | BL5 |

PART – B

CASE STUDY

Marks CO BL

- | | | | | |
|----|--|-----|-----|-----|
| 11 | Blue jeans are a legendary component of American culture from 1873, when Levi Strauss patented the riveted denim jeans. Levi Strauss doesn't actually make the jeans in the United States. In the late 1990 and early part of this decade, Levi Strauss undertook a substantial shift in the location of its manufacturing operations. By 2004, Levi Strauss had shut down its domestic operations and moved production facilities to foreign countries such as Mexico and China. Costs were a major factor for this decision. What might cost \$6.67 to make in US costs about \$3 in Mexico and \$1.50 in China. However, these changes have their own cultural perspectives with different work cultures prevailing in these countries. | 10M | CO2 | BL2 |
|----|--|-----|-----|-----|

Questions:

- a). What are the various environmental challenges you will anticipate as HR manager? What are various HR challenges you face while working in cross – cultural environments?
- b). What are the actions you take as HR manager while establishing organization in different countries.
