

RAJIV ACADEMY FOR TECHNOLOGY AND MANAGEMENT
KMBHR05 INTERNATIONAL HUMAN RESOURCE
MANAGEMENT

ASSIGNMENT QUESTIONS

ASSIGNMENT QUESTIONS OF (UNIT 1, 2 & 3)

SHORT QUESTIONS

- 1) What is repatriation? (2017-18 DEC MOP)
- 2) What do you mean by IHRP? (2017-18 DEC MOP)
- 3) Explain Domestic and International HRM? (2017-18 DEC MOP)
- 4) What is a Global union? (2017-18 DEC MOP)
- 5) Sources of Recruitment and Selection for Overseas Assignments? (2017-18 DEC MOP)

LONG QUESTIONS

- 1) Why do firms enter international markets? How do different kinds of environmental and demographic factors affect these firms? (2016-17 MAY MOP)
- 2) Explain the impacts of globalization on HRM (2015-16 MAY MOP)
- 3) Explain the term performance management. What are its major objectives and importance in the organization? (2015-16 MAY MOP)
- 4) Discuss the respective advantages and disadvantages of Ethnocentric and Polycentric approaches of international staffing (2016-17 MAY MOP)
- 5) How organizations achieve competitive advantages through HR practices? Discuss the problems faced in it. (2013-14 MAY MOP)
- 6) Discuss some of the universal communication principles that should be adopted by an international manager. (2016-17 MAY MOP)
- 7) What are the various challenges of International human resource staffing? (2014-15 MAY MOP)

- 8) Discuss various motivational practices of multinational companies. **(2017-18 DEC MOP)**
- 9) Discuss the factors affecting recruitment and selection of international managers. **(2013-14 MAY MOP)**

ASSIGNMENT QUESTIONS OF (UNIT 4 & 5)

SHORT QUESTIONS

- 1) Explain International Human Resource Management? **(FSQB)**
- 2) Define corporate social responsibility? **(FSQB)**
- 3) Define term Career Development? **(MAM 2017-18)**
- 4) What are different types of International assignment? **(MAM 2017-18)**
- 5) Define various types of international organizations? **(MAM 2017-18)**
- 6) Explain the various drivers of corporate social responsibility? **(FSQB)**
- 7) What is sensitivity to cultural diversity? **(FSQB)**
- 8) Benefits of managing diversity at workplace? **(FSQB)**
- 9) Effects of poor Industrial Relations on organization? **(FSQB)**
- 10) Factors affecting Industrial Relations? **(FSQB)**

LONG QUESTIONS

- 1) Explain the concept of diversity management. **(FSQB)**
- 2) State some of the best practices of diversity management. **(FSQB)**
- 3) Discuss the ILO's instruments on Equal Opportunity in global context. **(FSQB)**
- 4) What do you understand by culture? Discuss the managerial implications of cultural dimensions of Hofstede's Model? **(FSQB)**
- 5) What is employee involvement? Explain the factors affecting employee involvement. **(FSQB)**
- 6) Discuss the relationship of convergence and divergence theory with HRM. **(FSQB)**
- 7) Highlight the emerging issues and trends in international HRM. **(FSQB)**
- 8) Why are Industrial Relations relevant to business? **(FSQB)**

- 9) What is international organization of employer position on Industrial Relations? **(FSQB)**
- 10) How does IOE's work in Industrial Relations advance the agenda for business? **(FSQB)**
- 11) Explain the Previews of internationalization of business? **(MAM 2017-18)**
- 12) Discuss the logic of global integration? **(MAM 2017-18)**
- 13) Explain the S.P. Model of IHRM? **(MAM 2017-18)**
- 14) Explain the Harward model of IHRM? **(MAM 2017-18)**
- 15) Illustrate the planning of International growth. Explain the best practices global integration. **(MAM 2017-18)**
- 16) Describe the mastering of Expatriation. Describe the limits of global integration. **(MAM 2017-18)**
- 17) Elaborate the characteristics of labour Markets. Discuss the approaches to multinational staffing decisions. **(MAM 2017-18)**
- 18) Interpret the type of expatriate training and also explain the knowledge transfer in multinational Companies. **(MAM 2017-18)**
- 19) Describe international workforce and their working with multinational and ethnic group. **(MAM 2017-18)**
- 20) Discuss the merits and demerits of different forms of international organizational structure. About the six types of international organizational structure. **(FSQB)**
 - a) Functional organizational
 - b) Product based divisional structure
 - c) Market based divisional structure
 - d) Geographical divisional structure
 - e) process-based structure
 - f) Matrix structure

ADDITIONAL QUESTIONS FOR PRACTICE

SHORT QUESTIONS

- 1) What are the emerging trends in employee relations? **(FSQB)**
- 2) What are the emerging trends in employee involvement? **(FSQB)**

- 3) What is SIHRM? **(MAM 2017-18)**
- 4) What is international HRIS? **(MAM 2017-18)**
- 5) What is IHRM? **(MAM 2017-18)**
- 6) Explain any five needs of corporate social responsibility? **(FSQB)**
- 7) Key elements of corporate social responsibility? **(FSQB)**
- 8) Disadvantages of corporate social responsibility? **(FSQB)**

LONG QUESTIONS

- 1) State some of the best practices in corporate social responsibility. **(FSQB)**
- 2) Discuss the some of the top Corporate Social Responsibility initiatives in past 2 years. **(FSQB)**
- 3) Identify the major challenges in the field of Human Resource Management Trends and practices. **(FSQB)**
- 4) Explain the social responsibility of entrepreneurs towards employees. **(FSQB)**
- 5) Explain the four major and important dimensions of Industrial Relations. **(FSQB)**
- 6) What are the responsibility of entrepreneurs towards local community and Society? **(FSQB)**
- 7) Illustrate International Workforce and international HRIS? **(MAM 2017-18)**
- 8) Explain the difference between IHRM and Domestic HRM. **(MAM 2017-18)**
- 9) Discuss the Evolution of MNE's. Discuss International Human Resource Strategies. **(MAM 2017-18)**
- 10) Discuss the type of international assignments. Discuss the career decision making process. **(MAM 2017-18)**
- 11) Explain the role of IT in HR and designing of HRIS. **(MAM 2017-18)**
- 12) What are the four major approaches of diversity management? **(FSQB)**
- 13) Explain the advantages and disadvantages of employee involvement. **(FSQB)**
- 14) State the factors affecting the choice between convergence and divergence in international HRM. **(FSQB)**

- 15) How does employee involvement improve productivity? **(FSQB)**
- 16) What is global organizational structure? Explain the factors affecting the designing of organizational structures. **(FSQB)**
- 17) What is corporate social responsibility (CSR)? **(FSQB)**
- 18) Why there is a need of corporate social responsibility? **(FSQB)**
- 19) Explain the key elements of corporate social responsibility. **(FSQB)**
- 20) What are the challenges of Human Resource Management in the post-modern globalized world? **(FSQB)**