MBSC-4.2C

Sl. No.

IV Semester M.B.A. Degree Examination, May/June - 2026
MANAGEMENT
International Human Resources Management (Elective-C)
(CBCS, SLM Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION-A

Answer any Five questions. Each question carries 5 marks. **(5×5=25)**

1. Define IHRM. Write two objectives of IHRM.
2. Write short note on culture? Explain the elements of culture.
3. What is international staffing? Outline the nature of international staffing.
4. Briefly explain causes for expatriate failure.
5. Explain repatriation process.
6. What problems are associated with cross cultural research
7. Write a note on international HR planning.

SECTION-B

Answer any Four questions. Each question carries 10 marks. **(4×10=40)**

8. Distinguish between Domestic and International human resource management.
9. Explain the challenges to International Human Resource Management.
10. What are the factors affecting cultural variables? Elaborate.
11. Define training expatriate. Explain its types of expatriate.
12. Explain how global HRM practices can be evaluated.
13. What are the emerging issues of Global Human Resource Management? Explain.

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SECTION-C

14. Case Study (Compulsory) **(1×15=15)**

Innovate Tech Solutions, a fast-growing technology startup specializing in artificial intelligence and machine learning, has been experiencing significant challenges in its recruitment efforts. Despite offering competitive salaries and a dynamic work environment, the company has struggled to attract and retain top talent in a highly competitive job market. The recruitment issues have led to delays in project timelines and increased workload on existing staff.

Issues Identified:

1. High Competition for Talent: The technology sector is highly competitive, and Innovate Tech Solutions is struggling to stand out among numerous other companies offering similar roles.
2. Ineffective Recruitment Channels: The Company's current recruitment channels, including job boards and social media, are not yielding the quality of candidates needed.
3. Long Hiring Process: The hiring process at Innovate Tech Solutions is lengthy and involves multiple rounds of interviews, causing delays and potentially losing top candidates to faster-moving competitors.
4. Cultural Fit: Candidates hired often struggle to adapt to the company's fast-paced and collaborative culture, leading to higher turnover rates.

Questions:

a) What strategies should Innovate Tech Solutions implement to improve their recruitment process and attract top talent?

b) How can Innovate Tech Solutions measure the effectiveness of their recruitment strategies?

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