

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI – 600 086
(For candidates admitted from the academic year 2023 – 2024 & thereafter)

M.A. DEGREE EXAMINATION, APRIL 2026
HUMAN RESOURCE MANAGEMENT
FOURTH SEMESTER

COURSE : MAJOR CORE
PAPER : GLOBAL HUMAN RESOURCE MANAGEMENT
SUBJECT CODE : 23HR/PC/GM44
TIME : 3 HOURS

MAX. MARKS: 100

Q. No.	SECTION A Answer ALL questions in 50 words. (10 x 2 =20 marks)	CO	KL
1	Define International Human Resource Management (IHRM).	CO1	K1
2	Distinguish between Domestic HRM and International HRM.	CO1	K1
3	List any two international business strategies.	CO1	K1
4	What is meant by cross-cultural management?	CO1	K1
5	State the meaning of cultural sensitivity.	CO1	K1
6	Identify the types of international employees.	CO2	K2
7	What is expatriation?	CO2	K2
8	What is repatriation in international assignments?	CO2	K2
9	Mention any two HR issues in mergers and acquisitions.	CO2	K2
10	What is international compensation?	CO2	K2
Q. No.	SECTION B Answer any FOUR question from each K level not exceeding 600 words. (4 x 10 = 40 marks)	CO	KL
11	Explain the global HR framework and its relevance in the present international business environment.	CO3	K3
12	Discuss the role of culture and cross-cultural theories in managing global organizations.	CO3	K3

13	Examine the process of cross-cultural communication and negotiation in multinational companies.	CO3	K3
14	Analyse the challenges involved in managing expatriates and suggest suitable HR practices.	CO4	K4
15	Evaluate HR issues involved in international mergers, acquisitions, and joint ventures.	CO4	K4
16	Analyse how strategic management of international assignments contributes to organizational performance.	CO4	K4
Q.No.	SECTION C Answer any TWO question from each K level(2 x 20 = 40 marks)	CO	KL
17	Assess the importance of developing cultural agility and global competencies for effective global HR practices.	CO5	K5
18	Critically evaluate the approaches to international compensation management adopted by multinational corporations.	CO5	K5
19	<i>Case Study:</i> A multinational corporation expanding into Asia faces challenges related to cultural differences, expatriate failure, and compensation disparities. Analyse the case and suggest suitable global HR strategies.	CO5	K6
20	Design a comprehensive global HR strategy for a multinational enterprise focusing on staffing, performance management, and compensation across countries.	CO5	K6
