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Enrolment No:



UNIVERSITY OF PETROLEUM AND ENERGY STUDIES

End Semester Examination, May 2023

Course: Global HRM Semester: II

Program: Global HR
Course Code: HRES 7024
Time : 03 hrs.
Max. Marks: 100

Instructions:

SECTION A 10Qx2M=20Marks

Que:1	MCQ/True/False/ Short answers	Mark	
(i)	Which of the following countries does not adopt LMEs?		
	a) Germany b) USA	2	CO1
	c) UK d) All of these		
(ii)	Which one of the following is not an expatriate adjustment	2	
	a. Family adjustment		
	b. Work adjustment		CO1
	c. General adjustment		
· · · · ·	d. Interaction adjustment		604
(iii)	International Labor Organisation is an agency of a) IBRD	2	CO1
(:)	b) UN Security Council d) United Nations	2	CO1
(iv)	Define the term <i>repatriation</i> .	2	CO1
(v)	Write down the full form of OECD.	2	CO1
(vi)	Which of the following is not an approach of selecting employees for a foreign assignment.	2	CO1
	a. Psychometric approach		
	b. Interactive approach		
	c. Experimental approach		
<i>(</i>)	d. Clinical risk assessment approach		GO1
(vii)	List out Hall's key cultural factors.	2	CO1
(viii)	The compensation given to expatriates for exceptionally hard working and living conditions at certain locations is classified as?	2	CO1
	a) Ethnocentric allowances		
	b) Mobility premiums		
	c) Hardship allowances		
	d) Foreign service premiums		
(ix)	Global assignments in which employees are sent to understand global operations	2	CO1
	and are required to have intercultural understanding are called:		
	a) Strategic assignment c) Non-development assignment		
	b) Development assignment d) Managerial assignment		
(x)	Which of the following is not a layer of culture-	2	CO ₁

	a. Surface Culture c. Hidden Culture		
	b. Implicit Culture d. Material Culture		
	SECTION B		
0.2	(4Qx5M= 20 Marks)		1
Q 2	Discuss the benefits of an ethnocentric approach to international staffing?	5	CO2
Q 3	Define the Hofstede's power distance approach in Global HRM.	5	CO2
Q 4	Explain how international staffing (recruitment and selection) in Global HRM is different from general HRM.	5	CO2
Q 5	Describe the HRM issues in merger and acquisition in global organizations.	5	CO2
	SECTION-C (3Qx10M=30 Marks)		1
Q 6	"Culture is more often a source of conflict than of synergy." Analyze the Hofstede's Cultural dimensions to justify the current statement.	10	CO3
Q 7	Repatriation is a challenging task for expatriates who have been in foreign assignments. What are the effective ways to manage repatriation process?	10	CO3
Q 8	Offshoring is a very popular business strategy in global organizations. Discuss the role of global HRM in offshoring and managing contingent workers.	10	CO3
	SECTION-D		
Q 9	2Qx15M= 30 Marks The management eventually approves the advertisement and the compensation		1
	package and distributes both internally. Interested candidates are asked to write a letter to the CEO to explain why they think they are the best person for the job. Thirty managers apply for one of the new positions (there are 10 positions available), which means there will be 20 unsuccessful candidates still working for the organization. The management team acknowledges that the application letters were not helpful with making decisions and that they need a more robust selection process. There must be a strong sense of fairness in the selection process because they do not want to de-motivate any of these existing employees. They want to select the right candidates because it is essential that the new hotels are successful and up and running quickly and efficiently. The senior managers know all of the candidates quite well (personally and professionally). They would like you, as independent consultants, to design an appropriate selection methodology. a. Illustrate why the management is more interested in recruiting internal candidates rather than external advertisement to fill the vacant positions. b. Why does the management team acknowledge that the application letters are not the best method in selection of candidates and that they need a more robust selection process.	15	CO4
Q 10	Based on the above case-studies please illustrate the below questions- a. Explain recruitment steps (flow chart) in the recruitment process of candidates. b. There are three approaches in selection of candidates for a foreign assignment. Discuss the most important selection approach in the selection process of the candidates.	15	CO4