

[Time: 03.00 Hrs]

[Marks:60]

Please check whether you have got the right question paper.

- N.B:
1. Q.1 is compulsory and carries 20 Marks.
 2. Attempt any four questions from Q.2, Q.3, Q.4, Q.5, Q6 and Q7. Each of these questions carry 10 Marks.
 3. Figures to the right indicate full marks.

Q.1 (A) Fill in the blanks:**(10)**

1. The complications faced by the employees employed in a global workforce is called _____.
2. _____ are legal instruments, drawn up by the ILO constituents (governments, employers and workers), that set out basic principles and rights at work.
3. _____ is the process of planning, organizing, compensation, integration and maintenance of people for the purpose of contributing to organizational, individual and societal goals.
4. _____ are the international representatives of unions organizing in specific industry sectors or occupational groups.
5. Skinner an economist of behaviourist school of thought proposed the _____.
6. _____ and _____ are key talent segments in today's global mobile workforce.
7. The process of identifying, assessing and controlling threats to an organization's capital and earnings is called _____.
8. _____ refers to the transfer or movement of executive from one job to another and from one plan to another on some planned basis for educational learning purposes.
9. _____ is the most common method to evaluate the performance of an international firm.
10. Many manufacturers produce different products, although they might serve the same purpose is known as _____ environment.

(B) State whether True or False:**(10)**

1. Global Union Federations are the national representatives of unions organizing in specific industry sectors or occupational groups.
2. The ILO Constitution sets forth the principle that workers must be protected from sickness, disease and injury arising from their employment.
3. Increasing competition, desire to enter new markets, and diversifying the customer base drives companies to go global.
4. Employee coaching does not allow an organisation to develop its high potential employees.
5. In Maslow's hierarchy of needs, third category is the physiological needs which are basic human needs that are vital for survival.
6. A strategic recruitment plan is a detailed roadmap on how to attract high-caliber talent for your organization.
7. The key benefit of a framework agreement is that it streamlines recurring commercial relationships.
8. The International Labour Organization (ILO) is a United Nations Agency that sets universal labor standards.
9. An Indian working in India for some company whose headquarters are in India itself is called Host country employees.
10. An expatriate is somebody who has left their country of origin in order to reside in another country.

Q.2**Any two from (a) or (b) or (c):****(10)**

- (a) State difference between Training & Development.
- (b) State the different qualities of a great organizational culture.
- (c) What are Test Automation Frameworks and state their types?

Q.3 Any two from (a) or (b) or (c): (10)

- (a) State and explain the four major theories of training and development.
- (b) What is Trade Union? Why should workers join a trade union?
- (c) What is cultural shock? How to deal with cultural shock?

Q.4 Any two from (a) or (b) or (c): (10)

- (a) How is Domestic HRM different from International HRM?
- (b) What are the common Occupational Health and Safety Standards?
- (c) What are the main factors affecting international compensation strategy?

Q.5 Any two from (a) or (b) or (c): (10)

- (a) Which are the 5 best benchmarking global practices?
- (b) Write short note on Performance Evaluation System.
- (c) Define International Labour Law. State the purpose of International Labour Law.

Q.6 Any two from (a) or (b) or (c): (10)

- (a) What are the benefits of cross-cultural training?
- (b) What are the Trends in international training and development?
- (c) How International Labour Standards Are Used?

Q.7 Any two from (a) or (b) or (c): (10)

- (a) What are the advantage Of International Labor Standards?

(b) What Are The Four Main Types Of Regional Integration?

(c) What are the four types of compensation?