

[Time:3.00 Hrs]		[Marks:60]
Please check whether you have got the right question paper.		
N.B:	1. Question No.1 is compulsory. 2. Attempt any four questions from Question No. 2, 3,4,5,6 and 7. 3. Figures to the right indicate full marks. 4. Use of simple calculator is allowed.	

Q1. Case Study**(20)****Case Study:**

“Bright way International, a leading FMCG company, expanded its operations across South Asia but is facing issues related to cross-border HR management. The company is struggling with cultural conflicts, ineffective performance appraisals, and high expatriate attrition rates, especially during repatriation.”

Questions:

- Identify the key HR challenges Bright way International is facing during its global expansion.
- Suggest strategies to improve expatriate retention and repatriation processes.
- How can the company align its performance management with global best practices?
- Discuss the importance of developing cross-cultural sensitivity among international employees.

Q2. Attempt any two of the following:**(10)**

- Explain the strategic role of HR in organizational success.
- Discuss the challenges faced by HR when implementing HR strategies.
- How does top management contribute to effective HR strategy formulation?

Q3. Attempt any two of the following:**(10)**

- Describe the elements of career and succession planning.
- How can organizations address succession planning challenges?
- Explain global best practices in career and talent management.

Q4. Attempt any two of the following:**(10)**

- What is competency-based HRM, and what are its benefits?
- How can an organization create a skill matrix to support employee development?
- What is the difference between competencies, skills, and knowledge?

Q5. Attempt any two of the following:**(10)**

- What strategies can HR use to manage cross-border issues during mergers and acquisitions?
- How can organizations develop an effective culture management strategy?
- Discuss the importance of employee engagement in organizational transformation.

Q6. Attempt any two of the following:

(10)

- a) Explain the importance of cross-cultural training for international employees.
- b) Describe different compensation approaches for expatriates.
- c) How can organizations address international industrial relations challenges?

Q7. Attempt any two of the following:

(10)

- a) What are the challenges of expatriation and repatriation?
- b) Discuss emerging trends in expatriate assignments.
- c) How can organizations use international labor market insights to gain a competitive advantage?
