

**(401HM21)**

M.H.R.M. DEGREE EXAMINATION,  
JUNE/JULY 2025.

Fourth Semester

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Time : Three hours

Maximum : 70 marks

SECTION A — ( $5 \times 4 = 20$  marks)

Answer any FIVE of the following.

1. (a) Nature of IHRM.  
(b) Scope of IHRM.  
(c) Expatriate selection.  
(d) Cross cultural suitability.  
(e) Concept of Arbitration.  
(f) Need for participative management.  
(g) Culture and Indian Managers.  
(h) Cross-Convergence.  
(i) Need for Managing People.  
(j) EXIT policy.

SECTION B — ( $2 \times 10 = 20$  marks)

Answer any TWO of the following.

2. Define 'International Human Resource Management'. Distinguish between Domestic and IHRM.
3. Give a brief overview on international HR activities.
4. What are the features and types of virtual organisations?
5. Discuss the role of Global Managers in Future organisations.

SECTION C — ( $2 \times 15 = 30$  marks)

Answer any TWO of the following.

6. What are the various approaches available for international recruitment?
7. Critically examine the impact of Globalisation on Employment opportunities in India.
8. Briefly write about IHRM practices in USA.
9. What are the Ethical issues involved in International HRM?

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Fourth Semester

**ORGANIZATIONAL CHANGE AND DEVELOPMENT**

Time : Three hours

Maximum : 70 marks

**SECTION A — (5 × 4 = 20 marks)**

Answer any FIVE of the following.

1. (a) Concept of Analyzing the environment.  
(b) Need for organizational change.  
(c) Change levers.  
(d) Attitudinal changes.  
(e) Goal setting.  
(f) Work force diversity.  
(g) Concept of knowledge management.  
(h) Concept of planned change.  
(i) Initiating OD relationship.  
(j) Levels of change.

**SECTION B — (2 × 10 = 20 marks)**

Answer any TWO of the following.

2. What do you understand by organisational change? How do you manage change in a large scale organisation? Explain.
3. What are the various issues involved in discontinuous or radical change?
4. Outline the objectives of competitive strategies.
5. Briefly explain about the types of planned change.

SECTION C — ( $2 \times 15 = 30$  marks)

Answer any TWO of the following.

6. Explain in detail about the various implications of organisational change.
  7. What is meant by organisational transformation? What factors are responsible for organisational transformation?
  8. What do you understand by the concept of organisation development? Discuss the OD practitioner in the process of organisational development.
  9. Explain about various diagnosing model in the process of organisational development.
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