

(401HM21)

M.A. (HRM) DEGREE EXAMINATION, OCTOBER/NOVEMBER 2024
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) Scope of IHRM
(b) Region-centric
(c) Cross-cultural suitability
(d) Concept of Collective Bargaining
(e) Advantages of Virtual Organisation
(f) MNC concept
(g) Cross-convergence
(h) Meaning of Globalisation
(i) IHR Manager
(j) Aptitude Tests

SECTION B — ($2 \times 10 = 20$ marks)
Answer any TWO of the following.

2. What are the various components of IHRM strategy?
3. What are the problems of Women Expatriates?
4. What are the ethical issues relating to IHRM?
5. Discuss the role of culture in IHRM.

SECTION C — ($2 \times 15 = 30$ marks)
Answer any TWO of the following.

6. What are the factors affecting Expatriate selection process?
7. What are the differences between Domestic and IHRM?
8. Outline the sources of Recruiting employees at International level.
9. What are the features and types of virtual organisations?

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Fourth Semester

ORGANIZATIONAL CHANGE AND DEVELOPMENT

Time : Three hours

Maximum : 70 marks

SECTION A — ($5 \times 4 = 20$ marks)

Answer any FIVE of the following.

1. (a) Resource Dependence
- (b) Implications of change
- (c) Continuous change
- (d) Levels of change
- (e) Goal setting
- (f) Strategic Interventions
- (g) Professional ethics
- (h) Open systems
- (i) Knowledge Management
- (j) Radical change

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

Answer any TWO of the following.

2. What are the various perspectives relating to organisational change?
3. Evaluate the process involved in Organisational Development.
4. Explain about various HRM interventions in brief.
5. Discuss the role of OD practitioner.

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

Answer any TWO of the following.

6. What are the various types of Organisational change?
 7. What are the factors which are influencing work life balance?
 8. Write any one of the theories of planned change.
 9. What is meant by career planning? What are the objectives of career planning?
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