

(FOR THE CANDIDATES ADMITTED  
DURING THE ACADEMIC YEAR 2020 ONLY)

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20PIB416

REG.NO

**NGM COLLEGE (AUTONOMOUS) POLLACHI**  
**END-OF-SEMESTER EXAMINATIONS: JULY- 2022**

**M.COM -IB**

**MAXIMUM MARKS: 70**

**IV SEMESTER**

**TIME: 3 HOURS**

**INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

**SECTION – A**

**(10 X1 = 10 MARKS)**

**ANSWER THE FOLLOWING QUESTIONS**

**MULTIPLE CHOICE QUESTIONS**

**(K1)**

1. HRM as practiced by multinational organizations is called \_\_\_\_\_  
a) Organization and planning practices                      b) Personnel management practice  
c) Domestic HRM    d) International HRM
2. Recruitment sources at macro level are of \_\_\_\_\_  
a) 5 categories                      b) 4 categories                      c) 3 categories                      d) 2 categories
3. Demonstration type of training method is used to train \_\_\_\_\_  
a) Managers                      b) Supervisors                      c) Workers                      d) Directors
4. Evaluation of an employee's work to get compensation and promotion is \_\_\_\_\_  
a) Talent and management                                      b) Performance appraisal  
c) Proficiencies    d) Leadership development
5. The procedure of fitting the right person into the right job is classified as \_\_\_\_\_  
a) Interviewing applicants                                      b) Maintaining records  
c) Placement of employees                                      d) Administering tests

**ANSWER THE FOLLOWING IN ONE OR TWO SENTENCES**

**(K2)**

6. Define personnel management.
7. Explain the meaning of placement.
8. Indicate any two training methods.
9. Explain the meaning of performance appraisal
10. Differentiate selection from recruitment.

**SECTION – B**

**(5 X 4 = 20 MARKS)**

**ANSWER EITHER (a) OR (b) IN EACH OF THE FOLLOWING QUESTIONS. (K3)**

11. a) Describe the nature of personnel management.

**(OR)**

- b) List the challenges of personnel management.

**(CONTD....2)**

12. a)Examine the objectives of human resource planning.  
(OR)  
b)Describe the advantages of selection tests.
13. a)Compare on the job training method and off the job training method.  
(OR)  
b)Describe the importance of training.
14. a)List the objectives of performance appraisal.  
(OR)  
b) Examine the factors influencing Expatriates performance.
15. a) Describe the process of human resource planning.  
(OR)  
b) List the advantages of polycentric approach.

**SECTION - C****(4 X 10 = 40 MARKS)****ANSWER ANY FOUR OUT OF SIX QUESTIONS.****(16TH QUESTION IS COMPULSORY AND ANSWER ANY THREE QUESTIONS FROM Q.NO: 17 TO 21 )****(K4) OR (K5)****16. Case Study**

KPMG is one of the major accounting firms- provide accounting, auditing and tax services .Majority of its employees are chartered accountants. For the purpose of promotion policy, the company invests on training of employees in the form of development of in-house educational and training facilities. Majority of training investment of the company is on technical and procedural training for entry level accountants in the areas of accounting, finance, tax, auditing, project reports and report writing. KPMG has problems in attracting dynamic and young graduates from the colleges and universities. The training colleges of the company therefore suggested to provide training in interpersonal skills. But, the senior managers of the company feel that much investment on training is unnecessary as some of the trained employees join other organizations.

**Questions for Discussion.**

- a) What are the areas of training required to the employees? Discuss them.  
b) Explain the opinion of manager about training to the employees.
17. Explain the difference between personnel management and human resource management.
18. Examine the sources of recruitment.
19. Analyze the training methods for operations.
20. Classify the performance appraisal methods.
21. Summarize the process in selection of employees.