

Maharshi Karve Stree Shikshan Samstha's

Smt. Hiraben Nanavati Institute of Management & Research for Women

INTERNAL EXAMINATION – Sem IV – ( Jan- July 2026)

SUBJECT – Global HR Practices

SUBJECT CODE – 410

Date : 13-05-2026

Pattern : 2024

Duration : 150 min

Max Marks : 50

Instructions for students :

- Marks are indicated for each question.
  - Handwriting should be eligible for evaluation.
  - Marks will be given for quality, not quantity.
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Q.1] Solve any Five questions (2 marks each) :

(10 Marks)

- a) What is Global Human Resource Management?
- b) Define Expatriate.
- c) What is Cultural Diversity?
- d) Define Offshore sourcing.
- e) What is Host Country Nationals HCN's?
- f) What is Global Staffing?
- g) Define Cross-Cultural Training.
- h) What is Global Compensation?

Q.2] Solve any Two out of the Three questions (5 marks each):

(10 Marks)

- a) Explain the importance of cultural sensitivity in Global HRM.
- b) Describe the differences between domestic HRM and Global HRM.
- c) Explain the role of HR in managing Global workforce diversity.

Q.3] Solve any One out of the Two questions :

(10 Marks)

- a) Apply suitable HR strategies for managing Expatriates in a Multinational company.

Or

b) Demonstrate how Global Recruitment Strategies can be implemented in an International firm.

**Q.4]** Solve any One out of the Two questions

(10 Marks)

a) Analyze the challenges faced by Multinational companies in managing International employees.

Or

b) Examine the challenges faced by the Global or Virtual Teams and suggest strategies to improve their effectiveness.

**Q.5]** Solve any One out of the Two questions

(10 Marks)

a) Evaluate the effectiveness of employing Host Country Nationals (HCNs) and Third Country Nationals (TCNs) in Multinational companies.

Or

b) Evaluate the impact of Global Compensation on Employee Motivation.

