



Delhi School of Business
Delhi School of Business
PGDM Program
END-TERM EXAMINATION
TERM – IV (Batch: 2023-25)

Course Name	International Human Resource Management	Course Code	
Duration	2.5 hours	Max. Marks	60

- Instructions:** 1. Present your answer in a structured and concise manner.
2. All questions are compulsory. State hypothetical assumptions (if any) clearly in your answers.

Q.1 Read the context given below and answer the questions that follow :

[10* 04 = 40 Marks] [CO 1,2,3]

Central Steel Door Cooperation (CSDC) has been in business for about 20 years, successfully selling a line of steel industrial grade doors. The company had gradually increased its presence from the New York city area, first into Europe and then finally into Asia. The company's basic expansion strategy was the same: choose an area, open a distribution centre, hire a regional sales manager and then let that regional sales manager help staff the distribution centre and hire local sales representatives.

1. Will CSDC's HRM policies and practices become uniform or distinct as business expands in either Europe or Asia? Respond keeping in mind the 3 questions of contextualizing HRM practices.
2. What are your views on CSDCs approach on hiring only host country nationals? Do you think they should consider international transfers of PCNs? If yes, then what would be the motives for international transfers for CSDCs? In what ways can they think of coordination through international assignees?
3. Describe in detail the three phases of international assignment process CSDC must follow to ensure success.
4. Describe in detail the market economies of either Japan OR Taiwan that might impact CSDCs HRM practices.

Q2. Choose any MNC operating in any country of your choice and mention how the host country systems (any one host country of your choice) would influence the internal employment practices. [10 Marks] [CO 1-3]

Q3. Explain the following briefly and give examples too: [10 Marks] [CO 1-3]

- ✓ a. Parent country nationals, host country nationals & third country nationals.
- ✓ b. Motives for international transfer, coordination through international assignees and alternate form of international assignments.

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