



**K. K. Wagh Institute of Engineering Education and Research,
Nashik**

(An Autonomous Institute from A. Y. 2022-23)

**Marking Scheme
End-Sem Examination-I, Winter 2025**

Academic Year: 2025-2026	Semester: III
Class: PG-II	Program: MBA
Branch Code: 10	Pattern: 2024
Name of Course: International Human Resource Management	Course Code: 2410612C

Q. No.	Details	Max. Marks
Q.1	Explain with examples the barriers to effective International HRM and suggest ways to overcome them. ➤ 4 marks for barriers and 2 marks for suggestion	[6]
Q.2	Discuss how knowledge transfer contributes to the success of multinational corporations. ➤ 4 marks for explanation and 2 marks for example	[6]
Q.3	a) Explain the importance of global HR planning in MNCs. ➤ 2 marks for intro, 10 marks for explanation and 4 marks for example OR	[16]
	b) Why do MNCs require different categories of employees? ➤ 2 marks for intro, 10 marks for explanation and 4 marks for example	
Q.3	c) Discuss the sources of international labour markets. ➤ 2 marks for intro, 10 marks for explanation and 4 marks for example OR	[16]
	d) Explain factors affecting international staffing policies. ➤ 2 marks for intro, 10 marks for explanation and 4 marks for example	
Q.4	a) Analyze the strategic role of training and development in the global	[16]



	<p>marketplace.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for analysis and 4 marks for example <p style="text-align: center;">OR</p> <p>b) Evaluate the effectiveness of cross-cultural training methods.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for explanation and 4 marks for example	
	<p>c) Assess the challenges in expatriate preparation for foreign assignments.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for assessment and 4 marks for example <p style="text-align: center;">OR</p> <p>d) Critically analyze flexible international assignments.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for critical analysis and 4 marks for example	
Q.5	<p>a) Develop criteria for evaluating international employee performance.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for criteria and 4 marks for example <p style="text-align: center;">OR</p> <p>b) Critically evaluate the objectives of international compensation management.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for evaluation and 4 marks for example	[16]
	<p>c) Evaluate complexities in international compensation management.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for evaluation and 4 marks for example <p style="text-align: center;">OR</p> <p>d) Design a performance appraisal system for international employees.</p> <ul style="list-style-type: none">➤ 2 marks for intro,10 marks for design and 4 marks for example	



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