ASSIGNMENT

Course Code	**:**	**MMPH-009**
Course Title	**:**	**International Human Resource Management**
Assignment Code	**:**	**MMPH-009/TMA/Jan/2026**
Coverage	**:**	**All Blocks**

Note: Attempt all the questions and submit this assignment to the coordinator of your study centre. Last date of submission for January 2026 session is 30th April, 2026 and for July 2026 session is 31st October, 2026.

1. Discuss the major aspects that distinguish IHRM from DHRM and illustrate your answer with suitable examples.
2. Explain Hofstede's six cultural dimensions and discuss how each dimension influences HRM policies in multinational organizations.
3. Describe the components of an effective pre-departure training programme for international assignees. Analyse how these components help expatriates overcome culture shock and improve international assignment success.
4. Define High-Performance Work Systems (HPWS) and critically examine the key characteristics that make HPWS effective in organizations with suitable examples.
5. Discuss the latest trends and challenges in International Human Resource Management (IHRM) in the context of a rapidly changing global business environment.

1. Discuss the major aspects that distinguish IHRM from DHRM and illustrate your answer with suitable examples.

Answer

International Human Resource Management (IHRM) and Domestic Human Resource Management (DHRM) perform the same basic people-management functions, such as recruitment, training, performance appraisal, compensation and employee relations. The difference is that IHRM performs these functions across national boundaries. It therefore has to deal with employees from different countries, different legal systems and different cultural expectations. This wider setting makes IHRM more complex, costly and risky than DHRM.

Major aspects that distinguish IHRM from DHRM

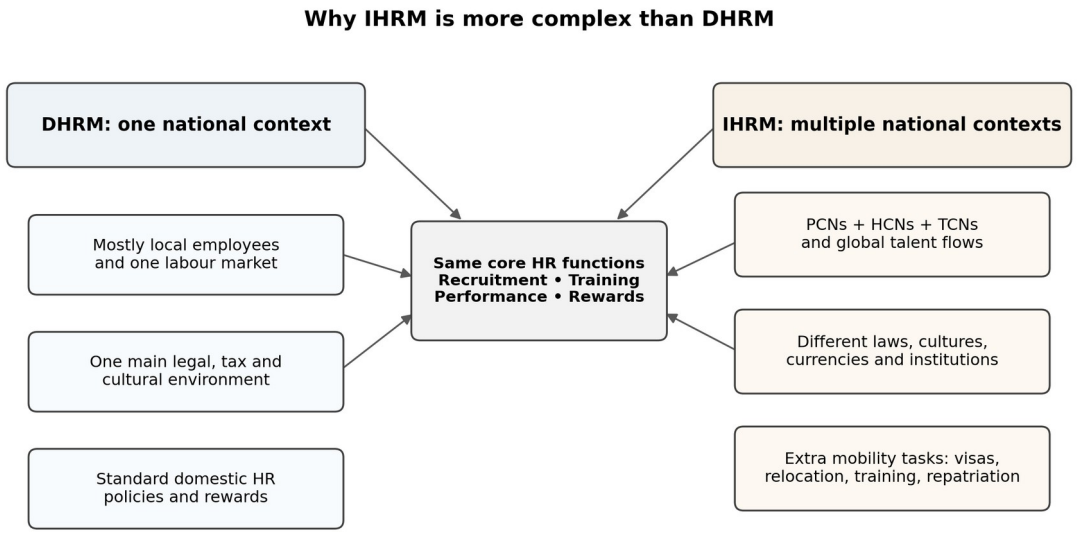


Figure: DHRM and IHRM - common HR core, different levels of international complexity

Wider range of HR activities. DHRM mainly handles normal staffing, training, pay and employee relations within one country. IHRM has to perform these activities and also manage immigration formalities, visas and work permits, international relocation, foreign taxation, exchange-rate effects, housing, schooling for children, medical cover, cross-cultural training and repatriation. For example, an Indian company sending a manager to Germany must plan the job as well as the employee's legal entry, relocation support, tax treatment and return to India.

Three categories of employees. Domestic firms generally employ people from the same national labour market. Multinational organizations may use parent-country nationals (PCNs), host-country nationals (HCNs) and third-country nationals