

MMPH-009

**Master of Business Administration (MBA)/ Master of Business
Administration (Online) MBA(OL)/ Master of Business
Administration(Human Resource Management) (MBAHM)/ Post
Graduate Diploma in Human Resource Management (PGDIHRM)**

ASSIGNMENT

for

January 2026 and July 2026 Sessions

**(Last date of submission for January 2026 session is 30th April, 2026
and for July 2026 sessions is 31st October, 2026)**

MMPH-009: International Human Resource Management



School of Management Studies

INDIRA GANDHI NATIONAL OPEN UNIVERSITY

MAIDAN GARHI, NEW DELHI – 110 068

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.