



V. M. SALGOCAR INSTITUTE
of
INTERNATIONAL HOSPITALITY EDUCATION

M.Sc. International Hospitality and Tourism Management

Type: Semester End Assessment (SEA)

Date: 08/01/2025

Batch and Semester: 2024 -26 and Semester - I

Total Marks: 40

Time Duration: 2 Hours

Course Name: Advanced International Human Resource Management

Course Code: IHT-502

Instructor: Dr. Lysette D'souza

This paper contains 01 page in addition to the cover page.

Full Name of the Student: _____

Permanent Registration Number: _____ Class: _____

Marks Obtained: _____ Faculty Signature: _____ Invigilator Signature: _____

Main Answer sheet	Number of Supplements	Total number of Answer sheets
01		

- Carefully read each question at the outset of the paper. All queries must be addressed to the faculty within the first 10 minutes of the examination.
- Students are expected to maintain complete silence in the examination hall and should not interact or communicate with their peers.
- Students will carry only their essential stationery like pens, pencils, ruler and simple calculators into the examination hall.
- Bags, eatables, drinks, etc. will not be allowed inside the hall with the exception of a bottle of water.
- Cell phones, electronic data banks, scientific calculators and smart/beeping watches are prohibited in the examination hall.
- Students will answer the examination with only blue/ black ball point pens unless informed differently by faculty. Avoid usage of green or red ink pens on the answer sheet.
- Dictionaries will not be allowed into examination hall unless informed differently by faculty.



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Answer all questions

- Q.1.** How can the recruiting yield pyramid be used to gauge the efficacy of hiring? List four internal recruitment sources and six external recruitment sources. **(10 Marks)**
- Q.2.** Explain the role of HRM in employee motivation. How do compensation, benefits, and work environment affect employee motivation. **(10 Marks)**
- Q.3.** Describe in brief the current global trends impacting human resource management. **(10 marks)**
- Q.4.** A leading airline firm, has been facing high employee turnover in the past 12 months. Despite offering competitive salaries and perks, employees cite lack of career growth opportunities and poor work-life balance as reasons for leaving. In light of this, as the HR Manager, develop a comprehensive strategy to address employee retention. Your strategy should include recruitment, employee engagement, training, and retention initiatives. **(10 Marks)**
