

M.H.R.D. Semester—III Examination
INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Paper—303

Time : Three Hours]

[Maximum Marks : 80

Note :—(1) Attempt **ALL** questions.

(2) Figures to the right indicate full marks.

1. (a) Discuss various cross cultural dimensions in relation to global context. 16

OR

- (b) Discuss the Major issues and barriers of International Human Resource Management. 16
2. (a) How Employee expectation effect their relationships with their employer in different countries ? 4
- (b) "Culture is the basis for Business Ethics." Comment in reference to International business. 4
- (c) Discuss the role of HRM in cross-cultural Environment. 4
- (d) "Cross-cultural HRM is the most vulnerable part of conflicts in Multinationals." Comment. 4

OR

- (e) What are the factors for cross cultural negotiations across international business ? 4
- (f) What is cross-cultural HRM ? 4
- (g) Discuss Hofstede's five culture dimensions. 4
- (h) How does Organisation culture influence Employee Morale ? 4
3. (a) Write a short note on Global Matrix Structure. 4
- (b) In what ways Geocentric approach affects HR practices in Global context. 4
- (c) "The cultural differences in MNC's are taken as positive factor and helps in building synergies." Comment. 4
- (d) What are the different International HRM approaches on International Business ? 4

OR

- (e) Discuss the main characteristics of Ethnocentric approach. 4
- (f) "Cross-Cultural HRM is the most sensitive issue in Multinational Organizational Structures." Comment. 4
- (g) What are the advantages and disadvantages of Polycentric approach. 4
- (h) Why does organisation culture hold an important place in organisational performance ? 4
4. (a) Discuss the different sources of recruitment in MNC's. 4
- (b) What is cross cultural training ? 4
- (c) State the advantages of Third Country Nationals. 4
- (d) Explain the importance of training in International HRM. 4

OR

- (e) What are staffing strategies used for MNC's ? 4
- (f) "The use of Expatriates is increasing due to Increased globalization." Comment. 4
- (g) How will you measure organisational performances of MNC's ? 4
- (h) What are the various performance management issues with International Employees ? 4
5. (a) Define Organisational Ethics and discuss its importance and various challenges in International projects. 16

OR

- (b) Discuss the importance of ethical relativism by a MNC manager in his/her operation in a host country. 16

