MBA 4th Semester Examination
June, 2014
Subject- International Human Resource Management
Subject Code – MSL-612

Time Allowed: 03 hours.                             Maximum Marks: 100

Before answering the question paper the candidate should ensure that they have been supplied the correct question paper. Complaints in this regard, if any, shall not be entertained after the examination.

Note: All questions carry equal marks. Ques. No. 1 is Compulsory and attempt two questions from each section.

Q1:

b. What are the main characteristics of ethnocentric and polycentric approaches to international staffing practices?
c. Why is training necessary for expatriates, whether PCN or TCN?
d. What is repatriation?
e. What do you mean by Performance Management Cycle?

SECTION A

Q2. What is IHRM? Bring out the scope and future challenges of IHRM.

Q3. What are the four dimensions of culture studied by Greet Hofstede? Identify and describe each. What is the cultural profile of U.S.? Of Asian Countries? Of Latin American countries? Based on your comparisons of these four profiles, what conclusions can you draw regarding cultural challenges facing individuals in one group when they interact with individuals in one of the other groups?

Q4. There are essentially four approaches to Multinational staffing decisions. Describe each of them. Give examples of some companies who have adopted such approaches.

SECTION B

Q5. What is Cross-cultural training? How is the international training different from the domestic training and development?

Q6. While determining the performance of an expatriate, what variables should be considered?

Q7. What is repatriation? How can MNC’s help with repatriation process?