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MBA 406C

FOURTH SEMESTER REGULAR / BACK EXAMINATION, 2015/16

CROSS CULTURAL AND GLOBAL HRM

BRANCH : MBA

QUESTION CODE :W 409

Max marks: 70

Time: 3 Hours

Answer Question No.1 which is compulsory and any five from the rest.

[The figures in the right hand margin indicate marks]

Q.1 Answer the following : **2x10**

- (a) Why is International business a crucial venture ?
- (b) What are the competitive advantages of international business ?
- (c) Which factors are responsible for cultural sensitivity ?
- (d) What is glass-ceiling ?
- (e) What is the meaning of expatriate ?
- (f) Define International HRM.
- (g) What is cross-cultural negotiations ?
- (h) What is International LabourMarket ? Write the sources of labour market.
- (i) What is repatriation process ?
- (j) What do you mean by multinational compensation system ?

Q.2 Discuss Hofstede's Model of Four Cultural Dimension in terms of power distance, individualism Vs collectivism, uncertainty avoidance and risk-taking behavior and masculinity. **10**

Q.3 Discuss the national and international strategies for managing workforce diversity. **10**

Q.4 Discuss the planning and preparation parameter of cross-cultural negotiations. **10**

Q.5 Discuss the difference between the role and functions of domestic and international managers. **10**

Q.6 Discuss various terms and concepts concerning international human resource management. **10**

Q.7 Discuss various selection techniques followed by various organizations in selecting foreign employees. **10**

Q.8 What are the problems of performance management in MNCs ? How do you make the performance management in MNCs effective ? **10**