

**OLD**

**2016**

**M B A**

**4th Semester Examination**

**Subject : CROSS CULTURAL AND GLOBAL  
HUMAN RESOURCE**

**(Specialization : Human Resource Management)**

**PAPER—HR-404**

*Full Marks : 100*

*Time : 3 Hours*

*The figures in the right-hand margin indicate full marks.*

*Candidates are required to give their answers in their  
own words as far as practicable.*

*Illustrate the answers wherever necessary.*

*Write the answers to Questions of each Half in separate books.*

**(First Half)**

**(Marks : 50)**

1. Answer any four questions : 4×5
- (a) What is international human resource management (IHRM) according to Michal Armstrong ? Explain with suitable example. Also explain the views expressed by P. Morgan on the conceptual perspective of IHRM.

*(Turn Over)*

- (b) What is culture shock? What could be the consequences of culture shock?
- (c) Differentiate between TCN and HCN.
- (d) Write short notes on :
  - (i) Ethics ;
  - (ii) Bribery.
- (e) What are the basic components of international performance management? Point out some major constraints affecting goal attainment.
- (f) Explain, in brief, the Hofstede's Model of cultural dimension.

2. Answer any *two* of the following : 2×10

- (a) What is ethnocentric approach? As a student of MBA do you think ethnocentric approach is better than polycentric approach for staffing subsidiaries? Produce your arguments in support of your views.
- (b) Mendenhall and Oddon have proposed a four dimensional approach that attempts to link specific behavioural tendencies to probable international performance.— Discuss in brief those dimensions. Also state the factors involved in expatriate solution.

- (c) "To operate in an international environment a human resource department must engage in a number of activities that would not be necessary in a domestic environment". As an HR practitioner how will you justify this statement?

**[ Internal Assessment : 10 Marks ]**

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**( Second Half )**

**(Marks : 50)**

3. Answer any *four* questions : 4×5
- (a) What is cross culture training? Point out the target groups of cross cultural training.
  - (b) Discuss the objectives of international compensation policies.
  - (c) How would you define culture in the context of global HRM? Point out various types of culture.
  - (d) Write short note on cross cultural communications.

- (e) Explain in brief the labour relations issues in global HRM.
- (f) Discuss 'onion model' in culture.

4. Answer any *two* questions : 2×10

- (a) Make a diagrammatic presentation of the process of cross-cultural training generally followed by MNCs. Also mention the consequences of such kind of training is not imparted to expatriates.
- (b) Issues conaraig allowances can be very challenging to a firm establishing an overall compensation policy". As a student of MBA do you endorse it? If yes, why? Submit your arguments in support of your views. Also discuss the various types of advance that are usually paid by the MNCs to their expatriates.
- (c) Write short noiges on :
  - (i) Stratigic Management Skill Training and Soft Skill Training.
  - (ii) Repatriation and Host Country.

**[ Internal Assessment : 10 Marks ]**