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Total No. of Pages: 02
Total No. of Questions: 11

MBA (Sem.-4th)
INTERNATIONAL HUMAN RESOURCE MANAGEMENT
Subject Code: MBA-967
Paper ID: [A2542]

Time: 3 Hrs.

Max. Marks: 60

INSTRUCTIONS TO CANDIDATE:

1. *Attempt any four questions. Each question carries five marks*
2. *Attempt one questions from each subsection of Section-B.*
3. *Section-C compulsory.*

Section –A

(4x5=20)

- Q.1. What is the influence of national culture on organizational culture in global organizations?
- Q.2. Define culture as a factor in people's response to change in organizations.
- Q.3. Discuss foreign interventions and their influence on shifts in local cultures
- Q.4. What do you mean by divergence of cultures?
- Q.5. Discuss the pros and cons of Ethnocentrism as a staffing policy.
- Q.6. What are the ethical issues that are pertinent with regard to international human resource management?

Section –B

- Q.7.(a) What do you understand by cross-cultural management? Why is it desirable to have cross-cultural awareness? **(8)**
- (b) What are Kluckhohn and Strodtbeck's value orientations? How do they influence the style of management in an organization? **(8)**
- Q.8. Write short notes on **(8)**
- (i) International marketing and cross cultural management
- (ii) Dimensions of Non Verbal communication
- Q.9.(a) Explain how training decision is influenced by culture? How would a training programme for middle managers in the US be different from a similar training programme in India? **(8)**
- (b) Why is negotiating with international counterparts more difficult than negotiating with domestic counterparts? **(8)**
- Q.10. Bring out the role of International Human Resource manager in ensuring ethical behaviour and social actors. **(8)**
- (b) Compare and contrast the cross- cultural management dimensions of India vis-a-vis US. **(8)**

Section –C

(1x8=8)

- Q.11. You are in the Hr department of an IT company and have been involved in the selection process for some key global positions. One of your best performers will be perfect for the assignment in Shanghai but is refusing to go because his wife does not want to leave her job and their two teenage children are reluctant to move.
- (a) What are the incentives you could offer and what strategies you would plan to convince him to take up the assignment?
 - (b) What training concerns would you consider to train him if he accepts the proposal?

*******END*******