

**NEW**

**2016**

**M B A**

**4th Semester Examination**

**Subject : INTERNATIONAL HUMAN RESOURCE  
MANAGEMENT**

**(Specialization : Human Resource Management)**

**PAPER—HR-401**

*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.*

1. Answer any *eight* questions of the following : 8×5
- (a) State the reasons for emergence of IHRM.
  - (b) Consider the relationship between 'globalization effects' and national business systems.
  - (c) Why do firms internalize a competitive advantage?

*(Turn Over)*

- (d) What do you mean by sustained competitive advantage ?
- (e) Describe in brief the onion model of culture.
- (f) What are the limitations to the concept of 'dominance' effects in shaping the transfer of practices across borders ?
- (g) How important are cultural factors as opposed to past knowledge and experience for international assignments ?
- (h) What sort of differences exist between advanced industrialized nations in reward practice.
- (i) How are the turns 'Coordination', 'Culture' and 'Competence' related to IHRM ?
- (j) How does premature return of an expatriate affect the company ?
- (k) Some say Polycentric approach to executive staffing is better than ethnocentric approach. — As a student of MBA do you endorse this ? If yes why ? If not, why not ? Produce your arguments in support of your views.
- (l) Mention the criteria used for performance appraisal of international employees.

2. Answer any *four* questions of the following : 4×10
- (a) Describe the role of trade union at international level.
  - (b) Discuss in brief the emerging trends in training for competitive advantage.
  - (c) Make a comparative study of people management in China and India.
  - (d) Make a diagrammatic presentation of the process of cross-cultural training generally followed by MNCs. Also mention the consequences, if such kind of training is not imparted to expatriates.
  - (e) Some say Human Resource Management and International Human Resource Management are the same. As a student of MBA do you endorse it? Justify your answer.
  - (f) Write short notes on : 5+5
    - (i) IR situation in pre and post globalization era.
    - (ii) Hofstede's Model of Cultural dimension.

**[ Internal Assessment : 20 Marks ]**

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