

**NEW****2017****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) What are the reasons for going global? 5
- (b) Distinguish between MNC and global firm. 5
- (c) What do you mean by sustained competitive advantage? 5

*(Turn Over)*

- (d) How does culture affects 'international compensation'? 5
- (e) Discuss in brief the systems of performance appraisal of international employees. 5
- (f) Clearly distinguish expatriate and impatriate in the context of IHRM. 5
- (g) What do you mean by 'reverse cultural shock'? 5
- (h) How do the trade unions influence the human resource management functions of MNCs? 5
- (i) Establish the relationship between culture and organizational performance. 5
- (j) State the objectives of international compensation. 5
- (k) (i) What are the different modes of entry to the foreign markets?  
(ii) Point out the basic issues in international licensing. 1+4
- (l) Explain the term 'cultural predisposition' in IHRM. 5
2. Answer any *four* questions of the following : 4×10
- (a) Distinguish between 'HRM' and 'IHRM'. 10

- (b) Briefly describe different types of cross cultural training for expatriates. 10
- (c) Discuss Hofsted's model of cultural dimension. 10
- (d) Make a comparative study of people management in Japan and India. 10
- (e) (i) What are the advantages and disadvantages of geocentric approach ?
- (ii) Indicate the conditions under which ethnocentric approach can be used by MNCs in recruitment. 7+3
- (f) (i) MNCs manage the compensation and benefits with some objectives. - State and explain those objectives.
- (ii) Point out the different approaches to international compensation management. 7+3

**[ Internal Assessment : 20 Marks ]**

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