

2018

MBA

4th Semester Examination

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

(Specialisation : Human Resource Management)

PAPER—HR-401

Subject Code—09

Full Marks : 100

Time : 3 Hours

The figures in the margin indicate full marks.

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

Illustrate the answers wherever necessary.

Group-A

1. Answer any *eight* questions from the following : 5×8
- (a) Define the term IHRM.

(Turn Over)

- (b) What do you mean by cultural diffusion ?
- (c) Explain the term 'acculturation' with a suitable example.
- (d) What is transnational business ?
- (e) What are the importance of 'experiential training' in the context of IHRM ?
- (f) What do you mean by 'reverse cultural shock' ?
- (g) What is 'geocentric approach' in staffing ?
- (h) When ethnocentric staffing policy is adopted in international staffing ?
- (i) Who are third country nationals ?
- (j) 'A person is not born with a given culture : rather she or he acquires it through the socialization process that begins at birth' — As a student of HBA do you endorse it ? If yes, why ? If not, why not ? Submit the reasons for your answer.
- (k) What are the Hofstede's cultural dimensions ? Explain.
- (l) What are the main differences in the Going Rate Approach and Balance Sheet Approach to international compensation ?

Group-B

2. Answer any *four* questions from the following : 10×4
- (a) Distinguish between IHRM and HRM.
 - (b) Discuss different types of training for expatriate.
 - (c) State the reasons of failure of expatriate.
 - (d) Discuss different types of international staffing strategy.
 - (e) (i) When should MNCs prefer host country nationals ?
(ii) Point out the advantages and disadvantages of Polycentric approach.
 - (f) (i) State and explain the components of international compensation package.
(ii) What are the factors that affect international compensation ?

[Internal Assessment : 20]
