

2015

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) Briefly explain the Morgan Model of International HRM.

(Turn Over)

- (b) Discuss the Caux Round Table Principles for Business Conduct.
- (c) Explain in brief the 7Cs characteristics of International Human Resource Management.
- (d) The research work of Geert Hofstede reveals cultural differences. What are those cultural differences? Explain.
- (e) Write short notes on:
 - (i) HCN.
 - (ii) Culture and Culture Shock.
- (f) Mention the criteria used for performance appraisal of international employees.

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

- (a) 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.
- (b) As a junior executive of a multinational enterprise do you think geocentric approach to executive staffing is

better than ethnocentric approach? — Give reasons for your answer.

- (c) Discuss the challenges of taking an ethnocentric staffing approach.

[Internal Assessment : 10 Marks]

(Second Half)

(Marks : 50)

3. Answer any *four* questions : 4×5

- (a) How does international assignment create an expatriate?
- (b) Distinguish between expatriation and repatriation.
- (c) State the causes of failure of expatriates.
- (d) Write a short note on cross-cultural training for expatriates.
- (e) State the challenges of repatriation.

(f) Identify the problems of cross cultural communication.

4. Answer any *two* questions : 2×10

(a) Describe briefly different approaches to international compensation.

(b) Discuss the stages through which an expatriate generally passes during the stay in abroad.

(c) Discuss the international perspective in training and development.

[Internal Assessment : 10 Marks]
