

2014

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) State briefly the features of cultural variables in global organisation.

(Turn Over)

- (b) Why does cross-cultural difference happen?
- (c) What are the advantages of employing Host Country National (HCN)?
- (d) What are the disadvantages of employing Third Country National (TCN)?
- (e) Briefly discuss the selection process in MNCs.
- (f) Write short note on :
Parent Country National (PCN) employee.

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

- (a) State the difference between Human Resource Management and Global Human Resource Management.
- (b) Briefly discuss the staffing policy of an MNC organisation.
- (c) State the challenges faced by MNCs during the performance appraisal of the international employees.

[Internal Assessment : 10 Marks]

(Second Half)**(Marks : 50)****3. Answer any four questions : 4×5**

- (a) Discuss the different aspects of training in the MNC.
- (b) State the roles of team in Multinational Organisation.
- (c) What are the emerging issues in cross-cultural & global human resource management ?
- (d) As an HR manager how will you manage work force diversity in an MNC organisation ?
- (e) State the features of Cross-cultural Leadership.
- (f) Short-Note :

Cross-cultural communication**4. Answer any two questions : 2×10**

- (a) What are the components of compensation of an employee in the MNC organisation ?

- (b) State the difference between expatriates and repatriates.
- (c) What are the different labour relation issues in Global HRM ?

[Internal Assessment : 10 Marks]
