

**MBA 3rd Semester Examination, 2023**

**MBA**

*(International Human Resource Management)*

**PAPER – MBA-308(G)(New)**

*Full Marks : 80*

*Time : 3 hours*

*The figures in the right hand margin indicate marks*

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

**PAPER – MBA-308(G)**

**GROUP – A**

Answer any **eight** questions of the following :  $5 \times 8$

1. Explain the concept of 'International Human Resource Management'.

2. Give an idea of Host Country Nationals with a suitable example.
3. Distinguish between expatriation and repatriation.
4. Distinguish between the polycentric and regiocentric approaches in international staffing.
5. Briefly discuss the drawbacks of a regiocentric staffing policy.
6. What do you mean by cultural shock and reverse cultural shock ?
7. What are the objectives of international compensation management ?
8. Write a short note on 'tax equalization allowances'.
9. Distinguish between performance management and performance appraisal.

10. Write a note on the performance management cycle.
11. What do you mean by Key Performance Indices (KPIs) in performance management?
12. Write a short note on Hardship Premium. (Foreign Service Inducement Premium).

GROUP-B

Answer any **four** questions of the following :

10 × 4

13. Distinguish between Domestic HRM and International HRM.
14. Discuss the probable causes of repatriation.
15. Explain the various types of expatriate training programmes.

16. Discuss the various stages of the expatriate cycle.
  17. Explain the Hofstede's Cultural Dimension Model.
  18. Discuss the various challenges associated with international performance management
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