

MBA 3rd Semester Examination, 2024

MBA

(International Human Resource Management)

PAPER – MBA-308G

Full Marks : 100

Time : 3 hours

Answer all questions

The figures in the right hand margin indicate marks

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

GROUP – A

Answer any **eight** questions from the following :

- 5×8
1. Explain Morgan's 3-D definition of IHRM.
 2. Discuss, in brief, Hofstede's framework of national culture.

(Turn Over)

3. Explain UNCTAD Index of Transnationality.
4. Mention the advantages and disadvantages of hiring parent country national.
5. Discuss Black and Mendenhall's Model for cross cultural training.
6. Explain with examples the concepts of cultural shock and reverse cultural shock.
7. What are the objectives of international compensation management ?
8. Distinguish between "tax equalization" and "tax protection" in international compensation management.
9. Discuss the "going rate approach" in international compensation management.
10. Why tax equalization is the most widely used approach ?

(3)

11. Make a comparison between Performance Management and Performance Appraisal.
12. Write a short note on “Hardship Premium”.

GROUP – B

Answer any **four** questions : 10 × 4

13. Discuss the moderating variables that create the differences between Domestic HRM and IHRM.
14. Make a comparison among all the staffing approaches to international staffing.
15. Briefly discuss various types of pre-departure training programs.
16. Briefly discuss various stages of the expatriate cycle.

(4)

- 17. Briefly discuss the various challenges associated with international performance management.**
- 18. Discuss the key components of international compensation.**

[Internal Assessment – 20 Marks]
