

2025

MBA 3rd Semester Examination

MBA

Paper : 308 G

[International Human Resource Management]

Full Marks : 100

Time : Three Hours

*The figures in the margin indicate full marks.
Candidates are required to give their answers
in their own words as far as practicable.*

Group - A

Answer any *eight* questions : 5×8=40

1. Distinguish between impatriation and repatriation.
2. With suitable examples, explain :
 - (a) Parent Country Nationals
 - (b) Third Country Nationals.
3. Mention two advantages and two disadvantages faced by host country nationals.
4. Distinguish between the polycentric and geocentric approaches in international staffing.
5. Briefly discuss the drawbacks of an ethnocentric staffing policy.

P.T.O.

(2)

6. What do you mean by cultural shock and reverse cultural shock?
7. What are the objectives of international compensation management?
8. Distinguish between performance management and performance appraisal.
9. Explain what is meant by 'tax equalization allowances'.
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 : 10×4=40

13. Distinguish between Domestic HRM and International HRM.
14. Explain in brief Hofstede's Model of six cultural dimensions.
15. Briefly discuss various types of expatriate training programs.
16. What are the objectives of international compensation management? Briefly describe some of the external environmental factors that influence international compensation package of MNCs.

(3)

17. Explain briefly the causes of repatriation.
18. Briefly discuss the various challenges associated with international performance management.

Internal Assessment : 20 marks
