

Roll No.

Total No. of Pages : 2

Exam Code

2594

MMS/M11

6833

Global Human Resource Management

Paper : HRM-406

Time : Three Hours]

[Maximum Marks : 70

Note :- Attempt **FIVE** questions in all. All questions carry equal marks.

Question No. 1 is compulsory.

1. Explain the following concepts.
 - (i) Expatriation & Repatriation
 - (ii) Cultural shock
 - (iii) Cross- Cultural Motivation.
 - (iv) Multinational Enterprise (MNE)
 - (v) Polycentric approach v/s Geocentric approach.
 - (vi) Parent country nationals v/s Host country nationals
 - (vii) Cross-cultural training
 - (viii) Ethical issues in GHRM.
2. Discuss various human & cultural variables which are widely observed & play a vital role in the functioning of multinational organisations...
3. What is cross-cultural communication ? Explain the components of an effective cross-culture communication with suitable example.

4. Discuss the dynamics of Negotiations & detail the key success factors that should be kept in mind while conducting successful international negotiations.
5. Select a foreign country & identify how you believe it would stand on Hofstede's five dimensions of culture.
6. What are the important criteria MNC should use while selecting expatriates ? What factors may influence these criteria ? Discuss the reasons for the failure & success of expatriates.
7. Explain how international HRM is different from domestic HRM. Discuss the key components required for a successful international manager.
8. "Global compensation package should keep expatriates even with what they would receive at home, but not allow them to get rich." Discuss.