

Roll No.

Total Pages : 02

MMS/M-20

13064

CROSS CULTURAL AND GLOBAL HRM
HRM-403

Time : Three Hours]

[Maximum Marks : 70

Note : Attempt *six* questions in all, out of which Q. No. 1 is compulsory. Marks are given against each question.

1. Write short notes on the following :
 - (a) Emerging global HRM practices 4
 - (b) Components of global compensation 4
 - (c) Objectives of global training 4
 - (d) Components of global compensation 4
 - (e) Challenges of global HRM. 4
2. Discuss the implications of global HRM challenges to organizational growth and development. Justify your answer with examples. 10
3. Define the key elements of global business communication. How does it help in managing cross cultural diversity ? Discuss. 10
4. Discuss the importance of Hofstede six key dimensions in managing cross cultural differences of global organizations. 10

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5. What are the core competencies of managing HR of global business organizations ? Explain, how global communication strategies help to manage them effectively. **10**
6. Describe the challenges of cross cultural staffing for HR managers. Explain troubleshooting strategies to convert those challenges into opportunities ? Discuss. **10**
7. What is Global Compensation ? How does it differ from international compensation ? Defend your answer with examples. **10**
8. Describe the means and methods of training for global staff. What is its impact on organizational and individual development ? Discuss. **10**
9. What trends are taking place in Indian industrial relations in this globalized era ? Explain the factors responsible for this change. **10**