

**M.B.A. (HR) SEMESTER - IV (2012 COURSE)(CHOICE BASED
CREDIT SYSTEM) : SUMMER - 2018**

**SUBJECT: CROSS CULTURAL ISSUES AND INTERNATIONAL HUMAN
RESOURCE MANAGEMENT**

Day: **Monday**
Date: **07/05/2018**

Time: **02.00 PM TO 05.00 PM**
Max. Marks: 100

S-2018-1960

N.B.:

- 1) Attempt any **FOUR** questions from Section –I and any **TWO** questions from Section –II.
- 2) Figures to the right indicate **FULL** marks.
- 3) Answers to both the sections should be written in **SEPARATE** answer book.

SECTION-I

- Q.1** Explain the meaning, scope and limitations of ethnocentric approach in cross cultural context. **(15)**
- Q.2** Discuss the barriers, as at present, in global staffing practices. **(15)**
- Q.3** Highlight the issues involved in selection of Ex-patriates. **(15)**
- Q.4** What are the different approaches in regard to Global Compensation? **(15)**
- Q.5** Give in detail the issues related to Social Security in Multinational context. **(15)**
- Q.6** Write short notes on any **THREE** of the following: **(15)**
- a) Entry strategy alternatives
 - b) International Joint ventures
 - c) Industrial Relations in the USA
 - d) PRE Departure training

SECTION-II

- Q.7** Your Multinational IT Organization is acquiring a unit in a country, (of your choice). Prepare a note to your CEO on what HR Practices will you adopt for acquiring a new unit. **(20)**
- Q.8** You have selected a batch of ten MBA (HR) students. You intend to post them in USA and UK. Devise a training programme for the new batch in equipping them with Cross Cultural issues in USA and UK, as at present. **(20)**
- Q.9** Prepare descriptive note on Social Security Systems in at least two countries in Europe. **(20)**

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