

00195

**EXECUTIVE MASTER OF BUSINESS  
ADMINISTRATION (EXMBA)**

**Term-End Examination**

**December, 2012**

**MCTE-084 : INTERNATIONAL HRM AND CROSS  
CULTURAL MANAGEMENT**

*Time : 3 hours*

*Maximum Marks : 100*

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*Note : You have to attempt five Questions. All questions carry equal marks.*

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1. The international human resources manager may work worldwide in company operations, may help place staff returning from overseas assignments, may prepare staff members to work in various international operations, and may translate cultural and international customs. Explain and elucidate the statement with the help of a suitable example. 20
  
2. Explain how both domestic and international institutions shape human resource management in individual countries. Are some institutions more important than others ? 20

3. Distinguish between the following : 20
- (a) Performance management and appraisal
  - (b) Downsizing and Upsizing
4. Explain and elucidate with the help of suitable example. 2x10=20
- (a) HR management in public sectors the world over.
  - (b) HRM in different national settings.
5. As an organisation increases its international activities, it inevitably steps up the degree of decentralisation, but internationalization is not simply a form of decentralization. It is the most complex form of decentralizing operation and involve types of difference-language, culture, economic and political systems, legislative frameworks, management styles and conventions- that are not found in organizational growth and diversification that stay within national boundaries. Explain and elucidate the statement with the help of a suitable example. 20
6. Briefly Comment on *any two* of the followings : 2x10=20
- (a) International HRM has evolved alongside globalization.
  - (b) Business is operating in an increasingly international environment.

(c) Participation, communication and training are generally regarded as ways of overcoming resistance to cultural change.

7. Is it both possible and desirable for MNCs to impose common HR practices across their international operations? Explain and elucidate the statement with the help of a suitable Example. 2x10=20

8. Write short notes on *any two* of the followings : 2x10=20

- (a) International Employee Development
  - (b) Recruitment and Selection-for international assignments
  - (c) Global Mobility
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