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Odd Semester Examination - January 2023 – February 2023

MBA-III Semester

MBA –IB-04

International Human Resource Management

Duration: 3 Hours

Max Marks: 75

*Note: Attempt any Five Questions, all questions carry equal marks. [15*5=75]*

Q1: Discuss the cultural shock pyramid. Give examples. Also discuss the various stages of cultural adaptation. (15)

Q2: Provide explanation for:-

- Two variables that moderate differences between domestic HR and international HR (7.5)
- Reasons Greater degree of involvement in employees personal life in International HRM (7.5)

Q3: Define these three different Allowances

- Allowances for Spouse Assistance (5)
- Cost of Living Allowances (5)
- Relocation Allowances (5)

Q4: Explain the variables moderating Expatriate Performance. Give one example for each factor. (15)

Q5: Elucidate upon the objectives of expatriate Training. Discuss the techniques of low rigor, medium rigor and high rigor training. (15)

Q6: Elaborate upon the Strategic predispositions that an MNC has for managing across cultures. Briefly explain all four with relevant examples. (15)

Q7: Explain the following:

- Stages of Internalization (5)
- International Staffing Policy(5)
- Long Term Orientation (Hofstede's)(5)

Q8: Throw light on the role of HR in Operationalizing Corporate Ethics, especially in the international context. What are Caux Roundtable Principles for Business Conduct? (15)