

Jan 2022

MBA(Reappear) III SEMESTER

Cross Cultural Human Resource management (MB-IBM-215)

Time: 90 Minutes

Max. Marks:25

- Instructions:**
1. It is compulsory to answer all the questions (1 marks each) of Part -A in short.
 2. Answer any three questions from Part -B in detail.
 3. Different sub-parts of a question are to be attempted adjacent to each other.

PART -A

- Q1 (a) What is global HR planning? (1)
- (b) What are the elements of communication across cultures? (1)
- (c) What is culture shock? (1)
- (d) What is the relationship between organizational structure and organizational culture? (1)
- (e) What are the functions of international human resource management? (1)
- (f) What is corporate culture and why is it important? (1)
- (g) Why cross-cultural management is important for managers? (1)
- (h) Why is it important to understand the implications of cross-cultural communication? (1)
- (i) What is expatriation and repatriation in IHRM? (1)
- (j) Write down stages of internationalization. (1)

PART -B

- Q2 Discuss the similarities and differences of the major dimensional approaches to societal culture as described by Kluckhohn and Strodtbeck, Hofstede, the Schwartz Value Survey, and Trompenaars. (5)
- Q3 (a) What are the skills needed for cross culture decision making? (2)
- (b) How are global business operations affected by cultural differences? (3)
- Q4 What are the possible challenges of IHRM related to international firms with expatriate and local employees? (5)
- Q5 (a) Explain what is meant by the need to design culturally appropriate reward systems. Give some suitable examples. (3)
- (b) How does culture affect behavior during different negotiation stages and negotiation in general? (2)
- Q6 What is the difference between cultural convergence and cultural divergence? Explain with suitable examples. (5)