MB123C

Sl. No.

IV Semester M.B.A. Degree Examination, May/June - 2026

MANAGEMENT

Elective-C : People Management

International Human Resources Management

(Non-CBCS Scheme)

Time : 3 Hours **Maximum Marks : 80**

SECTION - A

Answer any Five sub-questions. Each sub question carries Three marks. (5×3=15)

1. a) What is International Human Resources Management?

b) Discuss cross cultural context in IHRM.

c) Who is an expatriate?

d) Differences between HRM and IHRM.

e) What is Global integration?

f) Give the meaning of Training in an Organization.

g) What are the advantages of e-recruitment?

SECTION - B

Answer any Four questions. Each question carries Five marks. (4×5=20)

2. Bring out the various areas of Training and Development in IHRM.

3. Write the MNC's Compensation Management system with suitable case.

4. Distinguish between Parent country, Host country and Third country National.

5. What are the objectives of International Recruitment?

6. What is cultural shock and reverse cultural shock?

7. What is the limitation of global integration?

SECTION - C

Answer any Three questions. Each question carries Ten marks. (3×10=30)

8. Discuss the different approaches to multinational staffing decisions.

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9. Explain the international recruitment methods.

10. Elucidate the different types of expatriate training.

11. Explain the components of compensation in IHRM.

12. What are the advantages and disadvantages of filling key positions in a multinational corporation by parent country nationals?

SECTION - D

(Compulsory)

13. **Case Study.** **(1×15=15)**

When a major international software developer needed to produce a new product quickly, the project manager assembled a team of employees from India and the United States. From the start, the team members could not agree on a delivery date for the product. The Americans thought the work could be done in two to three weeks; the Indians predicted it would take two to three months. As time went on, the Indian team members proved reluctant to report setbacks in the production process, which the American team members would find out only when work was due to be passed to them. Such conflicts, of course, may affect any team, but in this case, they arose from cultural differences. As tensions mounted, conflict over delivery dates and feedback became personal, disrupting team members' communication about even mundane (routine) issue. The project manager decided he had to intervene with the result that both the American and the Indian team members came to rely on him for direction regarding minute operational details that the team should have been able to handle itself. The manager became so bogged down by issues that the project careened hopelessly off even the most pessimistic schedule - and the team never learned to work together effectively.

Questions:

a) What mistakes did the project manager commit while constituting the team?

b) Which of the strategies do you recommend to bring the team back on track?

c) What are the cultural aspects of US making it different from Indians?
