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MIBS 505

III Semester M.B.A. (IB) Degree Examination, December 2018
INTERNATIONAL BUSINESS
International Human Resource Management

Time : 3 Hours

Max. Marks : 70

SECTION – A

(1×15=15)

(Compulsory)

Note : Answer to this question should **not** exceed **six** pages.

1. Hofstede believes “that there is no evidence that the cultures of present day generations from different countries are converging”. In the light of the statement briefly discuss your primary dimensions on cultural differences.

SECTION – B

(5×8=40)

Note : Answer **any five** questions, **each** questions carries **8** marks. Answer to this question should **not** exceed **5** pages.

2. Evaluate the application of Brewster and Bournois model of HRM to international business.
3. Explain the different approaches to multinational staffing.
4. Highlight the various factors affecting international compensation.
5. Write a note on 360 degree feedback method and its importance in management development.
6. Bring out the challenges faced by women in global business. Explain.
7. Outline the emerging trends in cross border management of human resource.
8. Compare and contrast the labour relation practices in Japan and Germany.
9. Discuss the role of technology and social media in selection and training of human resource globally.

P.T.O.



SECTION – C

(1×15=15)

(Compulsory)

Note : Answer to the question should **not** exceed **six** pages.

10. 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 or 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 various aspects of US making it different from Indians ?
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