

Roll No.

Exam Code : J-19

Subject Code—0323

M.B.A. EXAMINATION

(Batch 2018 Onwards For Lateral Entry)

(Fourth Semester)

GLOBAL HUMAN RESOURCE
MANAGEMENT

OBH-415/IB-418

Time : 3 Hours

Maximum Marks : 70

Note : Attempt *Five* questions in all, selecting at least *one* question from each Unit in addition to compulsory Q. No. 1. All questions carry equal marks.

1. Explain the following :

- (a) Define values.
- (b) What is GHRM ?
- (c) Define cross-cultural communication.

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- (d) Explain essential of negotiation.
- (e) Explain cross cultural research.
- (f) Describe sources of international assignment.
- (g) How do cultures affect Organizations ?

Unit I

- 2. Define Culture. Explain the characteristics of culture. Is culture a divergent or convergent factor ?
- 3. What are beliefs and values ? Are values change ? What factors affects values to change ?

Unit II

- 4. Explain the characteristics and managerial implications of low and high individualism cultural dimension.
- 5. How various cultural dimensions affect HR practices ? Can we standardize HR practices across cultures ?

Unit III

- 6. What are the cultural and perceptual barriers to communication ? How communication can be made effective across cultures ?
- 7. Define decision making and its model. How decision making style and process is affected by cultural variations ?

Unit IV

- 8. Is HRM culture sensitive ? Explain HRM in global organizations.
- 9. Explain any *two* of the following :
 - (a) Western and Eastern HR practices
 - (b) Selection criteria in low and high power distant cultures
 - (c) Compensation in global organizations.