

**MASTER OF BUSINESS
ADMINISTRATION/MASTER OF
BUSINESS ADMINISTRATION IN
HUMAN RESOURCE MANAGEMENT/
POST GRADUATE DIPLOMA IN
HUMAN RESOURCE MANAGEMENT
(MBA/MBAHM/PGDIHRM)**

Term-End Examination

December, 2024

**MMPH-009 : INTERNATIONAL HUMAN
RESOURCE MANAGEMENT**

Time : 3 Hours

Maximum Marks : 100

(Weightage : 70%)

Note : Attempt any *five* questions. All questions carry 20 marks each.

1. Outline the latest trends in HRM that are going to impact IHRM and suggest strategies to manage them. Illustrate.

2. Discuss the cross-cultural issues in motivating employees. Discuss equity theory in the context of a high power difference society.
3. What are some of the challenges faced in training expatriate managers ? Describe the five-phase' systematic approach to designing cross-cultural training programmes.
4. Define 'Compensation'. Discuss in detail about global compensation management citing examples.
5. Describe in your own words the process of career planning in the context of IHRM. Explain in brief the employer and employee role in international career management.

6. What are organizational strategies in deciding HR processes in other cultures ? Explain in detail the various competitive strategies used by MNCs.
7. Elaborate on the different dimensions of Hofstede's Cultural Dimension Model and Trompenaars' Cultural Model.

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