

**Scheme of Evaluation  
Internal Assessment Test I–Aug-2024**



**Sub:** Global Human Resource Management

**Code:**  

Date: \_\_\_\_\_ Duration: 90mins Max Marks: 50 Sem: I

**Branch:** MBA

**Note:** Part A - Answer Any Two Full Questions (20\*02=40 Marks)

Part B - Compulsory (01\*10= 10marks)

Part	Question #	Description	Marks Distribution	Max Marks		
A	1	a) Define the driver's internationalization of business.	The drivers of internationalization of business can be summarized into three key points: 1. Market Expansion and Growth Opportunities 2. Cost Efficiency and Resource Access 3. Competitive Advantage and Innovation	3	20 M	
		b) Explain the Challenges in a global workforce.	Five key challenges in managing a global workforce 1. Cultural Differences 2. Time Zone Management 3. Compliance with Local Laws 4. Communication Barriers 5. Integration of Technology	7		
		c) Outline challenges of Culture and Cross-Cultural Management.	The challenges of Culture and Cross-Cultural Management. 1. Communication Barriers 2. Cultural Norms and Values 3. Adaptation and Integration 4. Leadership and Management Styles 5. Training and Development	10		
	2	a) Define Concept of culture.	The concept of culture can be summarized in three key points: 1. Shared Beliefs and Practices 2. Learned and Transmitted 3. Dynamic and Evolving	3		20 M
		b) Explain the Hofstede's Four Cultural Dimensions.	Hofstede's Four Cultural Dimensions provide a framework for understanding cultural differences across societies 1. Power Distance Index (PDI) 2. Individualism vs. Collectivism (IDV): 3. Masculinity vs. Femininity (MAS): 4. Uncertainty Avoidance Index (UAI):	7		
		c) Describe Globe's	The GLOBE (Global Leadership and Organizational Behavior Effectiveness) study identifies nine cultural	10		

			Nine Cultural Dimensions.	dimensions that help understand the cultural differences across countries. 1.Power Distance and Uncertainty Avoidance 2.Collectivism vs. Individualism 3.Gender Egalitarianism and Assertiveness 4.Future Orientation and Performance Orientation 5.Humane Orientation		
	3	a)	Define Staffing for international operations.	Staffing for international operations involves selecting and managing a workforce that can effectively operate in a global environment. 1.Diverse Talent Pool and Cultural Adaptability 2.Strategic Alignment and Local Expertise 3.Training and Development Programs	3	20 M
		b)	Outline the components of Expatriation and Repatriation.	Here are the components of expatriation and repatriation outlined in five key points each 1.Pre-Departure Preparation 2.Cultural Adaptation 3.On-the-Ground Support 4.Pre-Repatriation Planning 5.Career Development	7	
		c)	Illustrate with a detailed of Challenges of repatriation and support practices	Repatriation, the process of returning individuals or assets to their country of origin, presents various challenges and requires effective support practices to ensure a smooth transition.  1. Cultural Reintegration 2. Employment and Economic Stability 3. Psychological Impact 4. Legal and Administrative Hurdles 5. Social Support Networks	10	
<b>B</b>	4	a)	How can XYZ Corporation adapt its management practices to better align with Japanese cultural norms without compromising its core values?	To adapt management practices to Japanese cultural norms while maintaining core values, XYZ Corporation can consider the following strategies: 1. Emphasize Respect and Hierarchy 2. Foster Consensus and Collaboration 3. Adapt Communication Styles 4. Focus on Long-term Relationships	10	10 M