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MASTER OF BUSINESS ADMINISTRATION (M.B.A.)
EXAMINATION: DECEMBER - 2024
SEMESTER - IV

Sub.: Cross Cultural & Global Human Resource Management (MHRM404)

Date : 26/12/2024

Total Marks : 60

Time: 10.00am to 12.30pm

Instructions: 1) All questions are compulsory.
 2) Figures to the right indicate full marks.

Q. 1. Write Short notes on (Any Three) (15)

1. International HRM
2. Equal employment opportunity in workplace
3. Impact of family while opting for international assignments
4. Cross-Cultural Talent Attraction and Retention
5. Cross-Cultural Leadership Challenges

Q. 2. Answer in detail (Any One) (10)

1. What are the key challenges and procedures involved in the repatriation of expatriates, and how can organizations effectively manage the process to ensure a smooth transition for employees returning to their home country?
2. What are the key factors organizations must consider when managing staffing across different countries?

Q. 3. Answer in detail (Any One) (10)

1. What are the main challenges of managing remote employees, and how can leaders overcome them?
2. What are the key challenges in expatriate management, and how can companies support their expatriates for a successful assignment?

Q. 4. Answer in detail (Any One) (10)

1. What are the essential qualities of an effective cross-cultural leader?
2. How does Human Resource Management strategically contribute to organizational success and competitiveness?

Q. 5. Case study (15)

A global company has identified one of its top employees, John, for a crucial international assignment in Germany. The company believes this opportunity will significantly enhance John's career and contribute to their expansion in Europe. However, when John discusses the move with his family, they express strong reservations. His spouse is concerned about relocating to a new country, the impact on their children's education, and the challenges of adapting to a different culture and language. Despite the exciting career prospects for John, his family's reluctance creates a dilemma, as the company values work-life balance and understands the importance of family support in successful international assignments. The company must now navigate this sensitive situation and explore solutions that address both John's professional aspirations and his family's concerns.

Questions:

1. What factors should the company consider when an employee's family is reluctant to move for an international assignment?
 2. How can the company support the employee's family to ensure a smooth transition to a new country?
 3. What strategies could John use to balance his career aspirations with his family's concerns about relocating to Germany?
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