

MBA DEGREE III SEMESTER EXAMINATION NOVEMBER 2018

SMS2306: GLOBAL HUMAN RESOURCE MANAGEMENT

Time: 3 Hours

Maximum Marks: 50

PART – A

(Answer **ALL** the questions)

(5*2 = 10)

1. What is Ethno-centrism?
2. What is Global HRP?
3. What is Cultural Convergence?
4. What is Offshore Sourcing?
5. What is Global HRM?

PART – B

(Answer **ANY FIVE** questions)

(5*4 = 20)

6. Distinguish between GHRM and DHRM?
7. What are the factors influencing the need for GHRM?
8. What are the main five functions of GHRM?
9. What are the major approaches towards global staffing?
10. Explain the basic acquisition strategies?
11. Briefly explain global performance management & global compensation management.
12. Explain the ways of grievance handling in GHRM.

PART – C

(Answer **ANY TWO** questions)

(10*2 = 20)

13. Discuss the importance of technological advancements in Global Human Resource management.
14. Explain Hofstede's four layers of culture and the important cultural dimensions.
15. If you are asked to give a note regarding GHRM challenges to be taken into account while planning to start a medium sized multi operations firm, what would you write? What would be your suggestions to overcome the challenges?
