

**Code No: 744AC****JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD  
MBA IV Semester Examinations, March/April - 2021  
INTERNATIONAL HUMAN RESOURCE MANAGEMENT****Time: 3 hours****Max.Marks:75****Answer any five questions  
All questions carry equal marks**

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- 1.a) What is the relevance of culture to HRM? And brief on major models of national culture.  
b) How do forces of international economy alter practices of HRM? [7+8]
- 2.a) What is the worldwide impact of technology on HRM?  
b) Trace the reason for increasing offshore sourcing by companies. [7+8]
- 3.a) What do you understand by process development model of HRM?  
b) Bring out the importance of knowledge management practices in the context of international HRM. [7+8]
- 4.a) Why is it essential that MNCs should focus on global leadership practices?  
b) What are the essential requirements of organization structure for global business? [7+8]
- 5.a) What are the key issues in international human resource planning?  
b) How does offshoring differ from outsourcing? [8+7]
6. What is the purpose of cross-cultural training (CCT) to personnel? Discuss the following two frameworks of CCT in this context.  
a) Mendenhall and Oddou's framework. And  
b) Black and Mendenhall's model. [7+8]
- 7.a) What are the components of effective pre-departure training programs?  
b) What is the necessity for developing a 'cadre' of international operators? How do international assignments strengthen this? [7+8]
- 8.a) What are the objectives of compensation of international human resources?  
b) What does compensation administration involve? [8+7]

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