

1. The question paper consists of three Groups I, II and III
2. The question paper consists of nine questions.
3. Candidates are required to attempt five questions in all, selecting two questions from each Group I and II.
4. Each question in Group I and II carries 7.5 marks.
5. Q 9 of Group III is compulsory and carries 20 marks.

Q1

- Group I*
- a) Describe job analysis and its steps of operations. What are the main objectives of job analysis?
 - b) What do you mean by training? What are the main types of training for the development of employees? What is the role of Human Resource in training?

(4, 3.5)

Q2

What is an effective appraisal system? Describe the basic functions of a performance appraisal. Describe the types of performance appraisal. What are the features of a performance management system?

(7.5)

Q3

- a) What are the components of performance? Describe some of the major components that a standard performance appraisal process has.
- b) Describe the cultural environment in International Human Resource Management (IHRM)? What are cultural variables in IHRM? What are the factors of the cultural environment of business why are they important?

(4, 3.5)

Contd. — 2

Q4

- 2 -

Explain with the help of the suitable examples the following practical performance appraisal methods for the modern workforce.

a) Management by Objectives (MBO)

b) 360-Degree Feedback

Describe the main steps to implement them successfully. What is the importance of a future-focused employee performance appraisal method?

(7.5)

Group II

Q5

a) Explain the points of Difference between Global and Domestic Human Resource Management. What are the issues in global human resources management?

b) What is meaning of culture in International Human Resource Management? How does culture affect international human resource management?

(4, 3.5)

Q6

a) What are the main international organizational structures? Describe them with examples. How is organizational structure important for global business?

b) What are the principles of ethics in international relations? How do ethics impact global businesses?

(4, 3.5)

Q7

What is meant by Cross Culture Communications? How does cross cultural differences affect a negotiation? How do you negotiate cross cultural situations? Why cross cultural differences are very important for successful negotiations?

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(7.5)

Contd - 3

Q8

- 3 -

- a) What is Western management? Differentiate between Western management and Indian management.
- b) Describe the importance of the values of managers in international marketing? How do the values of Indian managers differ from those in West in management style?
- c) Explain the characteristics of spiritual and mystical nature of Indian thinking.

(2.5, 2.5, 2.5)

Group III

Q9

- a) What is evolution of international business? Write down the stages of evolution of business? What is global business development project?
- b) What is Human Resource Management and explain functions of Human Resource Management? Describe the concept and scope of Human Resource Management
- c) What is cross culture in Human Resource Management? What is cross cultural theory? How do you manage cross cultural human resource management?
- d) What is the meaning of cross-cultural leadership? How does culture influence decision making and problem solving?

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(5X4)