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Question Paper Code: CMB409



INSTITUTE OF AERONAUTICAL ENGINEERING
(Autonomous)

MBA III Semester End Examinations (Regular) - January, 2018

Regulation: IARE-R16

STRATEGIC HUMAN RESOURCE MANAGEMENT
(Master of Business Administration)

Time: 3 Hours

Max Marks: 70

Answer ONE Question from each Unit
All Questions Carry Equal Marks
All parts of the question must be answered in one place only

UNIT – I

1. (a) Explain the objectives of International human resource management. [7M]
(b) Explain uncertainty avoidance in cultures when it adopts. [7M]
2. (a) Explain the convergence theory and Marxist theory. [7M]
(b) Discuss about power distance index in cultures. [7M]

UNIT – II

3. (a) Discuss the different approaches to multinational staffing decisions. [7M]
(b) Explain the importance of cultural literacy in the global context. [7M]
4. (a) Explain staff retention and motivation techniques. [7M]
(b) Explain the importance of trainings and types of trainings in the international context. [7M]

UNIT – III

5. (a) Elaborate the terms career development and succession planning. Discuss the relationship between both. [7M]
(b) Explain the characteristics of global companies. [7M]
6. (a) Explain the meaning and need for career development. [7M]
(b) Elaborate on the implementation of HR strategies. [7M]

UNIT – IV

7. (a) Write a note on the European community. [7M]
(b) Explain the characteristics and limitations of Japan's employee management. [7M]
8. (a) Explain the variance of Japanese management in the Indian context. [7M]
(b) Explain the social charter and legislation procedure of the European community. [7M]

UNIT – V

- 9. (a) Elaborate scientific management in strategic human resource management. [7M]
- (b) Explain the principles of international compensation. [7M]
- 10. (a) Explain HRM practices in American organizations. [7M]
- (b) Discuss the components of international compensation in detail. [7M]