

	a. Surface Culture b. Implicit Culture	c. Hidden Culture d. Material Culture		
SECTION B (4Qx5M= 20 Marks)				
Q 2	Discuss the benefits of an ethnocentric approach to international staffing?		5	CO2
Q 3	Define the Hofstede's power distance approach in Global HRM.		5	CO2
Q 4	Explain how international staffing (recruitment and selection) in Global HRM is different from general HRM.		5	CO2
Q 5	Describe the HRM issues in merger and acquisition in global organizations.		5	CO2
SECTION-C (3Qx10M=30 Marks)				
Q 6	"Culture is more often a source of conflict than of synergy." Analyze the Hofstede's Cultural dimensions to justify the current statement.		10	CO3
Q 7	Repatriation is a challenging task for expatriates who have been in foreign assignments. What are the effective ways to manage repatriation process?		10	CO3
Q 8	Offshoring is a very popular business strategy in global organizations. Discuss the role of global HRM in offshoring and managing contingent workers.		10	CO3
SECTION-D 2Qx15M= 30 Marks				
Q 9	<p>The management eventually approves the advertisement and the compensation package and distributes both internally. Interested candidates are asked to write a letter to the CEO to explain why they think they are the best person for the job. Thirty managers apply for one of the new positions (there are 10 positions available), which means there will be 20 unsuccessful candidates still working for the organization.</p> <p>The management team acknowledges that the application letters were not helpful with making decisions and that they need a more robust selection process. There must be a strong sense of fairness in the selection process because they do not want to de-motivate any of these existing employees. They want to select the right candidates because it is essential that the new hotels are successful and up and running quickly and efficiently. The senior managers know all of the candidates quite well (personally and professionally). They would like you, as independent consultants, to design an appropriate selection methodology.</p> <p>a. Illustrate why the management is more interested in recruiting internal candidates rather than external advertisement to fill the vacant positions.</p> <p>b. Why does the management team acknowledge that the application letters are not the best method in selection of candidates and that they need a more robust selection process.</p>		15	CO4
Q 10	<p>Based on the above case-studies please illustrate the below questions-</p> <p>a. Explain recruitment steps (flow chart) in the recruitment process of candidates.</p> <p>b. There are three approaches in selection of candidates for a foreign assignment. Discuss the most important selection approach in the selection process of the candidates.</p>		15	CO4