



Lecture International Management II - Final Exam

Please solve either part A or part B (max. 40 points)!

Part A

Answer questions 1, 2 and 3!

- 1) Explain the categories which Hofstede uses to characterize different cultures. Compare two countries' cultures of your choice using Hofstede's scheme (*max. 10 points*).
- 2) What determines the bargaining positions of a worker and an entrepreneur when negotiating a work contract? Assume the worker is an IT-expert from Bangalore and the entrepreneur is based in Munich. Use a model and/or a numeric example to explain your findings (*max 15 points*).
- 3) Offering a primary school education as a part of a worker's compensation package would probably be a "suicide incentive" for a German worker in Germany. In Mexico (and other less developed countries) such a fringe benefit can greatly contribute to a worker's motivation. Explain this phenomenon using economic methods (*max 15 points*).

Part B (*max. 40 points*)

Costs and benefits of multicultural teams.

Use insights from personnel economics to explain under which conditions using a multicultural team might be beneficial for the firm and what has to be considered when organizing the team members internal and external interactions.

Good luck !