An ethnocentric model. Answer TWO questions (1000 words each question) 1. What are the main problems associated with an ‘ethnocentric model’ of managerial staffing policy in MNCs? How should management respond to these problems as they venture into the emerging economies? 2. ‘For many expatriates, long-term international assignments can have a detrimental effect on their careers upon their return’. Do you agree with this statement? Give reasons for your answer. 3. Why is it important for multinational companies to develop compensation policies for managerial staff that facilitate equity and consistency across borders? How do they ensure that pay differentials between expatriates and local staff do not lead to resentment and poor work relationships? 4. A British firm and a Japanese firm in the high-technology sector have formed a collaborative venture for joint product development. What knowledge sharing and collaborative problems might they encounter? What HR policies would you advise them to adopt in order to overcome these? Explain why they might be successful. 5. Should multinational corporations (MNCs)adopt certain HR practices in their local subsidiaries (e.g., recruitment practices that discriminate against women) that are acceptable in host countries but are deemed as illegal or unacceptable in parent countries? Explain your answer.