



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE
Bachelor of Business Administration Degree Programme
3000 Level Second Semester End Examination – March 2022
Academic Year 2020/2021

HRM 32413– International Human Resource Management

Duration: Three hours
Total Marks: 70

Instructions

The Question Paper contains (Six) 06 questions.

Answer only five (5) Questions including question one (01).

01)

I. “International Human Resource Management is more complex than domestic Human Resource Management”. Explain the validity of this statement.

(06 Marks)

II. “Hofstede cross-cultural management study is very useful in understanding management of human resources of international context”. Discuss the above statement, highlighting the six cultural dimensions of Hofstede's framework.

(08 Marks)

(Total marks: 14)

2).

I. International assignments are considering as a training and development tool”. Do you think this statement is correct? Justify your answer.

(06 Marks)

II. Some argue that standardization of Human Resource practices is better than the localization of HR practices in an international context of Human Resource Management.” Do you agree with this statement? Explain your answer referring to the cultural and organizational influences on designing human resource policies and practices in an international setting.

(08 Marks)

(Total marks: 14)

3).

- I. "International Firm can apply three different approaches in recruiting appropriate candidates for the international assignments. 'Explain *two approaches* of recruiting candidates for the international assignment by emphasizing the strengths and limitations of each approach.

(06 Marks)

- II. "Selecting the best candidates for filling international assignment is one of the key responsibilities of the Human Resource Managers of the International Firm." Explain the key factors to be considered in selecting the expatriates for international assignments.

(08 Marks)

(Total marks: 14)

4).

- I. Briefly discuss the objectives of a multinational firm with regard to its compensation policies. Support your answer with relevant examples.

(06 Marks)

- II. "An attractive compensation package is a main consideration of an expatriate, but it must also be cost-effective for the organization"

Elaborate three (03) approaches to effectively manage the International Compensation.

(08 Marks)

(Total marks: 14)

5.)

- I. "Trade unions may limit the strategic choices of multinationals operating in the global environment". Do you agree with this statement? Justify your answer.

(06 Marks)

- II. Suppose you are serving as a HR Consultant for ABC Multinational Company. You observed that Client Company is not practicing sound performance management system for managing expatriate performance. You are required to inform the top management about the variables that affect expatriate performance. Explain your answer.

(08 Marks)

(Total marks: 14)

06. Write short notes on the four (04) of the followings.

- i. Types of international assignments
- ii. Roles of an expatriate
- iii. Reasons for expatriate failure
- iv. Monochronic Cultures vs Polychronic Cultures
- v. Trends in International training and development

(Each carries 3.5 Marks)

(Total marks: 14)
