



UNIVERSITY OF RUHUNA
FACULTY OF MANAGEMENT AND FINANCE

No. of Pages : 03
No. of Questions: 06
Total Marks : 70

035

BACHELOR OF BUSINESS ADMINISTRATION HONOURS DEGREE

3000 LEVEL SECOND SEMESTER END EXAMINATION - FEB/MAR 2023

Three Hours

HRM 32413- International Human Resource Management Academic Year 2021/2022

Instructions

- The question paper contains six (06) questions.
- Answer only five (05) Questions.

1).

- I. Morgan (1986) presents a model of International Human Resource Management that consists of three dimensions. Explain the model.

(06 Marks)

- II. "Complexity of International Human Resource Management can be attributed to several factors." Discuss.

(08 Marks)

(Total marks: 14)

2).

- I. Explain "Expatriation" and "Repatriation."

(04 Marks)

- II. What are the advantages of expatriation for the parent country and for the host country?

(04 Marks)

- III. Discuss the expatriate challenges faced by the parent country and by the host country.

(06 Marks)

(Total marks: 14)

3).

- I. What is expatriate failure? Briefly describe the main reasons for the expatriate failure.

(04 Marks)

- II. Expatriate failure may cause both direct and indirect costs for the organization as well as for the individual.

Do you agree with the above statement? Give reasons for your answer.

(04 Marks)

- III. Discuss how a multinational organization can overcome the issue of expatriate failure to improve the performance of an organization.

(06 Marks)

(Total marks: 14)

6).

4).

- I. Briefly explain the necessity of providing pre-departure training for expatriates' spouses, partners and children.

(04 Marks)

- II. Suppose that you are assigned to design a pre-departure training program for an employee who has been selected for two years of foreign assignment in the United Kingdom. Discuss the factors you need to consider when developing a pre-departure training program.

(04 Marks)

- III. "Developing a performance measurement and the creation of performance management processes that are simultaneously locally relevant and globally comparable is a major challenge for Human Resource Management practitioners". Validate the above statement.

(06 Marks)

(Total marks: 14)

5).

I. Describe the importance of culture in international business.

(04 Marks)

II. Edgar Schein's model of organizational culture is based on three levels: Artifacts, Values and Assumptions. Explain them.

(06 Marks)

III. Explain "cultural convergence" and "cultural divergence."

(04 Marks)

(Total marks: 14)

6). Write short notes on four (4) of the followings.

I. Ethnocentric approach and the Polycentric approach.

II. Types of international assignments.

III. Going Rate Approach and the Balance Sheet Approach.

IV. Individualism and Collectivism.

V. Phases of Repatriation.

(Each carries 3.5 marks)

(Total marks: 14)
