



031

UNIVERSITY OF RUHUNA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration Degree Programme 3000 Level Semester II

Examination (March/April 2021)

Academic Year 2020/2021

HRM 32413 – International Human Resource Management

Duration: Three hours

The Question Paper contains 05 questions.

Answer all Questions.

01.

- (i) What do you mean by the International Human Resource Management, explain how it differs with the domestic Human Resource Management?

(Marks 07)

- (ii) “International Human Resource Management is more challengeable than the domestic Human Resource Management”. Explain the reasons confirming this statement.

(Marks 07)

(Total Marks 14)

02.

- (i) “One of the primary modes of international operations of business activities is the Small and Medium Business Operations in Host Country”. Explain the features in International Human Resource Management of Small and Medium Business Operations in Host Country.

- (ii) “Cultural and organizational contexts influence on designing human resource policies and practices in an international setting”. Discuss

(Marks 07)

(Marks 07)

(Total Marks 14)

03.

- (i) “Explain how staffing choices are determined considering the context of different approaches of staffing.

(Marks 07)

- (i) Transferring staff for international assignments is based on different reasons and the type of international assignments. Explain this statement by giving special emphasis to the underlined words.

(Marks 07)

(Total Marks 14)

04.

- (i) What are the main factors to be considered in selecting an expatriate for an international assignment? Briefly explain.

(Marks 07)

- (ii) There are so many challenges and difficulties confronted with international selection. What are they? In order to avoid those, what are the alternative arrangements you can use?

(Marks 07)

(Total Marks 14)

05.

- (i) “Measuring the personal characteristic using personality assessment for international selection is widely used” Explain suitability of such methods with examples.

(Marks 04)

- (ii) “What are the basic forms of training and development opportunities provided by the international training and development division in a multinational organization? Briefly explain.

(Marks 04)

- (iii) International Compensation is increasingly seen as Mechanism to develop & reinforce a global corporate culture , Primary source of corporate control, and linking performance outcomes with associated costs. Explain this statement by giving a special emphasis to the underlined words.

(Marks 06)

(Total Marks 14)