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University Examinations 2023/2024

FOURTH YEAR SECOND SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

BBR 3451: INTERNATIONAL HRM

DATE: APRIL 2024

TIME: 2 HOURS

INSTRUCTIONS: Answer question *one* and any other *two* questions

QUESTION ONE (30 MARKS)

- Describe 3 key components of international human resource management? (6 marks)
- Explain how social dimensions of globalization affect international human resource management practices? (8 marks)
- Illustrate and explain the conventional process followed by HR managers in training and developing expatriates. (16 marks)

QUESTION TWO (20 MARKS)

- Discuss stages of International Human Resource Management (IHRM). (10 marks)
- As a HR manager in an international assignment, how do you carry out performance management of your staff? (10 marks)

QUESTION THREE (20 MARKS)

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- a) Explain key expatriate's selection criteria for international assignments. (10 marks)
- b) Describe the components of balance sheet approach of expatriates' compensation in international human resource management practices. (10 marks)

QUESTION FOUR (20 MARKS)

- a) As a HR manager, how do you develop international HR strategies for your organization? (10 marks)
- b) Discuss the effects of Hofstede Model cultural dimensions on performance of expatriates in an international assignment (10 marks)

QUESTION FIVE (20 MARKS)

Discuss the 4 major approaches to multinational staffing decisions highlighting its advantages and weaknesses (20 marks)