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MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS 2016/2017 ACADEMIC YEAR**

**FOURTH YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 409**

**COURSE TITLE: INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

**DATE: 15TH MAY , 2017 TIME: 1100 – 1300HRS**

**INSTRUCTIONS TO CANDIDATES**

* Question **ONE** is compulsory
* Answer any other **THREE** questions

*This paper consists of 2 printed pages. Please turn over.*

**Question one**

1. Discuss the following terms giving appropriate examples
2. Foreign service premiums **3 marks**
3. International manager **3 marks**
4. Offshoring **2 marks**
5. Geocentrically run corporations  **3 marks**
6. Host country nationals  **2 marks**
7. Globalizations as a business concept can be in terms of Globalization of markets and globalization of production; discuss the two terms citing relevant examples  **6 marks**
8. Citing relevant examples differentiate between international corporations and multinational corporations **6 marks**

**Question two**

i. Briefly discusses the traits of successful expatriates**. 6marks**

ii. Employee training is an important aspect of human resource management. Given the technicalities involved in international human resource management, discuss three key steps to consider in training assignees of international assignments **9marks**

**Question three**

1. Giving relevant examples discuss the role the family plays in the success or failure of an expatriate **10 marks**
2. The idea of international compensation offers challenges to many multinational corporations. Discuss the main challenges and how the MNCs overcome them? **5 marks**

**Question four**

1. Expatriates are easy crime targets, discuss ways in which you would help expatriates keep off from crime **12 marks**
2. How would you develop an effective human resource system globally? **3 marks**

**Question five**

1. Performance appraisal is an important aspect of employee development. Since all employees need to be fairly apprised, discuss the similarities and the differences between domestic and international members of staff **6 marks**
2. Discuss and justify the emerging trends in expatriate training. **9 marks**

**//END**

2nd draft

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**DATE: TIME:**

**INSTRUCTIONS TO CANDIDATES**

Question **ONE** is compulsory

Answer any other **THREE** questions

**Question one**

1. Discuss the following terms
2. Foreign service incentives **3 marks**
3. Licensing **3 marks**
4. Offshoring **2 marks**
5. Ethnocentrically run corporations  **3 marks**
6. Host country nationals  **2 marks**
7. Giving relevant examples discuss the balance sheet approach in compensating international managers  **6 marks**
8. Differentiate between international corporations and multinational corporations **6 marks**

**Question two**

i. Briefly discusses the traits of successful expatriates**. 6marks**

ii. Different countries experience different cultural backgrounds. Given the technicalities involved in international human resource management, discuss how culture affects it. **9marks**

**Question three**

a) Differences in national business systems translate into differences in human resource management policies. Giving relevant examples discuss the statement **10 marks**

b) The idea of international compensation offers challenges to many multinational corporations. Discuss the main challenges and how the MNCs overcome them? **5 marks**

**Question four**

1. Recruitment is an extremely significant factor to the success or failure of an expatriate. Giving relevant examples, discuss the factors that need to be considered in the process **12 marks**
2. How would you develop an effective human resource system globally? **3 marks**

**Question five**

1. Given the risks of kidnapping at the Indian Ocean, one of your suppliers has indicated that they are considering severing your relationships for fear of the high ransoms asked by the kidnappers. Given that the supplies they make to your organization are critical to your companies existence, advice the on how they would address the stated issue. **6 marks**
2. Discuss the expected differences in the management of labour relations globally giving relevant examples. **9 marks**