

MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS 2013/2014 ACADEMIC YEAR**

**FOURTH YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS**

**BACHELOR OF SCIENCE HUMAN RESOURCE MANAGEMENT**

**COURSE CODE: BHR 409**

**COURSE TITLE: INTERNATIONAL HUMAN                                 RESOURCE MANAGEMENT**

**DATE:16TH APRIL 2014 TIME: 2.00PM – 5.00PM**

**INSTRUCTIONS TO CANDIDATES**

**SECTION A** is compulsory

Answer any three questions in **SECTION B**

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

**Question one**

1. Using relevant examples differentiate between international organizations and transnational organizations  **4marks**
2. Briefly discuss an ethnocentric run corporation **5 marks**
3. How do cross-border cultures affect international appointments? **6marks**
4. Give and discuss the reasons why companies go global **10 marks**

**Question two**

a) Modern organizations have developed new ways of training expatriates.      Discuss the current trends in training them. **6 marks**

b) Using relevant examples of a company of your choice briefly explain the      following terms: **9 marks.**

1. Home country nationals
2. Third country nationals
3. Host country nationals.

**Question three**

1. Briefly discusses the traits of successful expatriates. **6marks**
2. How does family pressure impact on the success or failure of an international manger?  **9marks**

**Question four**

You have been appointed as a human resource manager of Equity Bank Kenya limited. The Managing Director has asked you to make arrangements for the appointment of its new Dubai office manager. Discuss the factors that you would consider in such an appointment.  **15 marks**

**Question five**

1. Culture as one of the inter-country differences affects the tasks of human resource managers. Using relevant examples discuss how it affects international HRM **10 marks**
2. The idea of international compensation offers challenges to many multinational corporations. What are the main challenges and how do these corporations overcome them? **5marks**

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