



## FACULTY OF BUSINESS

### FINAL EXAMINATION

Student ID (in Figures) : 

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Student ID (in Words) : \_\_\_\_\_  
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Course Code & Name : **HRM2013 INTERNATIONAL HUMAN RESOURCE MANAGEMENT**  
 Semester & Year : September – December 2020  
 Lecturer/Examiner : Dr. Akram Al-Khaled  
 Duration : 3 Hours

#### INSTRUCTIONS TO CANDIDATES

1. This question paper consists of 2 parts:  
     **PART A (60 marks)** : Answer all **FOUR (4)** short answer questions. Answers are to be written in the Answer Booklet provided.  
     **PART B (40 marks)** : Answer all **TWO (2)** essay questions. Answers are to be written in the Answer Booklet provided.
2. Candidates are not allowed to bring any unauthorized materials except writing equipment into the Examination Hall. Electronic dictionaries are strictly prohibited.
3. This question paper must be submitted along with all used and/or unused rough papers and/or graph paper (if any). Candidates are **NOT** allowed to take any examination materials out of the examination hall.
4. Only ballpoint pens are allowed to be used in answering the questions, with the exception of multiple choice questions, where 2B pencils are to be used.

**WARNING:** The University Examination Board (UEB) of BERJAYA University College regards cheating as a most serious offence and will not hesitate to mete out the appropriate punitive actions according to the severity of the offence committed, and in accordance with the clauses stipulated in the Students' Handbook, up to and including expulsion from BERJAYA University College.

**PART A : SHORT ANSWER QUESTIONS (60 MARKS)**

**INSTRUCTION(S)** : Answer all **FOUR (4)** short answer questions in the answer booklet provided.

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**Question 1**

**Case Study: Thinking about Going Home**

An increasing number of people spend time living abroad for work or pleasure, though not everyone sees themselves as a long-term immigrant. But when the time comes to move back home, what are the most common challenges of repatriation? Whether your relocation has lasted months or years, there are many things expats need to consider when returning to their home countries. International currency brokers explain the three main issues of expat repatriation that you may face with advice on how to tackle them.

Many people expect the culture shock that comes with moving abroad. It can take months to overcome language barriers and social differences while dealing with separation from family and friends. However, reverse culture shock, which can follow expat repatriation, may come as a surprise.

Things that were once familiar might seem unusual. You may have to re-acclimatize to a warmer or colder climate. Your friends and family members could be in different stages of their lives.

The important thing to remember is that it's normal to feel disconnected when you first return home; keep in mind that this feeling will pass. Staying in touch with the latest news from your home country in the weeks leading up to moving home can help. Don't hesitate to keep an eye and an ear on the place you're leaving; whether it's reading the news or keeping up on the latest movies, you don't need to let go of your adopted home completely.

While there are more processes involved in emigration than expat repatriation — given that you won't have to consider things like visas or healthcare when you return home — there is still plenty to think about and organize.

Packing and transporting your belongings, selling your foreign property, purchasing or renting accommodation for your return, and finding employment should all be priorities. Planning expat repatriation well in advance and tackling it one stage at a time makes it more manageable and less stressful.

Friends and family may also be able to help ease your transition. They can, perhaps, utilize their business contacts or view prospective homes on your behalf. The relationships you've made in the country of your emigration may also be beneficial. In particular, locals can give you specialist insight into areas like the housing market and removal firms.

**Source:** adapted and modified from Expatica. (2018, May 28). Retrieved from <https://www.expatica.com/moving/leaving/expat-repatriation-challenges-785397/>

**Required:**

(a) Describe the **THREE (3)** Major Challenges of Managing Expatriates.

(15 marks)

(b) Explain the **FOUR (4)** vital characteristics that expatriates require to possess in order to perform successfully on foreign assignments.

(8 marks)

**(Total: 23 marks)**

### **Question 2**

Debate the **FOUR (4)** important factors for Multinational enterprises (MNEs) to comprehend the compensation policies of other countries. Provide relevant examples of each to support your answer.

(16 marks)

### **Question 3**

Explain the **THREE (3)** categories of employees in a multinational firm.

(9 marks)

### **Question 4**

In global terms, performance management can be described as a process that allows an international company or multinational enterprise (MNE) to evaluate and constantly improve individual and corporate performance in relation to pre-set goals and targets. Explain the **SIX(6)** common objectives of a performance appraisal used in international companies.

(12 marks)

**END OF PART A**

**PART B : ESSAY QUESTIONS (40 MARKS)**

**INSTRUCTION(S)** : Answer all **TWO (2)** essay questions in the Answer Booklet provided.

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**Question 1**

Training & development of employees enables a multinational, (or any organization for that matter) to build up its human resources (human capital). which can include things such as knowledge, skills, and intellectual property etc. Assess the **FOUR (4)** classifications of cross-cultural training.

(20 marks)

**Question 2**

Effective recruitment is vital to the success of any organisation. Examine the **FIVE (5)** reasons why multinationals require a recruitment and selection policy.

(20 marks)

**END OF EXAM PAPER**