



FACULTY OF BUSINESS

FINAL EXAMINATION

Student ID (in Figures) :

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Student ID (in Words) :

Course Code & Name : **HRM2013 International Human Resource Management**
 Semester & Year : September – December 2022
 Lecturer/Examiner : Joseph Choe Kin Hwa
 Duration : 3 Hours

INSTRUCTIONS TO CANDIDATES

- This question paper consists of 2 parts:
 PART A (60 marks) : SIX (6) short answer questions. Answer ALL of the questions. Answers are to be written in the Answer Booklet provided.
 PART B (40 marks) : TWO (2) essay questions. Answer ALL of the questions. Answers are to be written in the Answer Booklet provided.
- Candidates are not allowed to bring any unauthorized materials except writing equipment into the Examination Hall. Electronic dictionaries are strictly prohibited.
- 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.
- 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.

Total Number of pages = 3 (Including the cover page)

PART A : SHORT ANSWER QUESTIONS (60 MARKS)

INSTRUCTION(S) : Answer all **SIX (6)** questions. Write your answers in the Answer Booklet(s) provided.

Question 1

Briefly describe the **FOUR (4)** approaches of Multinational Corporation to cultural differences. (10 marks)

Question 2

Define Host Country Nationals (HCNs) of an international firm and state **FOUR (4)** advantages of hiring the HCNs. (10 marks)

Question 3

Illustrate your own culture using the Hofstede's **FIVE (5)** dimensions. (10 marks)

Question 4

Explain the **FIVE (5)** aspects of developing a learning organisation. (10 marks)

Question 5

High-performing organisations understand the need to secure high levels of 'engagement' among their employees. Suggest **FIVE (5)** ways to encourage engagement among the workforce. (10 marks)

Question 6

Explain the **FIVE (5)** stages of developing a performance management strategy in an international firm. (10 marks)

END OF PART A

PART B : ESSAY QUESTIONS (40 MARKS)

INSTRUCTION(S) : Answer all **TWO (2)** questions. Write your answers in the Answer Booklet(s) provided.

Question 1

You have been appointed as the HR director of a large financial services business which has resulted from one bank's takeover of another.

Discuss the methods that can ensure the new structure to become a truly integrated enterprise in the shortest possible time.

(20 marks)

Question 2

Mr. Jacob Tan, the Regional Human Resource Manager of Razer Computer International (RCI) has consulted you to develop the talent retention strategies because the company is currently facing high staff turnover. The company sells information and communication technology products such as computers, laptops, hand phones and other related accessories.

Propose **FIVE (5)** talent retention strategies which Razer Computer International can adopt to improve in retaining the staffs.

(20 marks)

END OF QUESTION PAPER