

CONFIDENTIAL

DECEMBER 2025/SET A/HRM4233



**FINAL EXAMINATION**

**BACHELOR OF BUSINESS ADMINISTRATION (HONOURS)  
HUMAN RESOURCE MANAGEMENT  
BACHELOR OF BUSINESS ADMINISTRATION (HONOURS)**

**COURSE : INTERNATIONAL HUMAN RESOURCE  
MANAGEMENT**  
**COURSE CODE : HRM4233**  
**DURATION : 3 HOURS**

**INSTRUCTIONS TO CANDIDATES:**

1. This question paper consists of **FIVE (5)** questions.
2. Answer ALL questions in the Answer Booklet provided.
3. Please check to make sure that this examination pack consists of:
  - i. The Question Paper
  - ii. An Answer Booklet
4. Do not bring any material into the examination hall.
5. Please write your answer using permanent ink.

**MYKAD/** : \_\_\_\_\_  
**PASSPORT NO** : \_\_\_\_\_  
**ID. NO.** : \_\_\_\_\_  
**LECTURER** : \_\_\_\_\_  
**SECTION** : \_\_\_\_\_

**DO NOT OPEN THIS QUESTION PAPER UNTIL YOU ARE TOLD TO DO SO**

*This question paper consists of 2 printed pages including the front page*

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**Instruction: Answer ALL questions.**

1. Analyse **FIVE (5)** key factors that influence expatriate performance in multinational enterprises in shaping their effectiveness and overall success in international assignments.  
(20 marks)
2. Determine **FIVE (5)** common repatriation problems faced by expatriates upon returning to their home country that affect their reintegration and career continuity into the home organization.  
(20 marks)
3. Categorize **FIVE (5)** key expatriate allowances designed to address cost-of-living differences between home and host countries in ensuring expatriate well-being, maintaining financial stability, and enhancing overall assignment performance.  
(20 marks)
4. Discuss **FOUR (4)** worries that trade union leaders have regarding multinational enterprises, considering how the size, power, and influence of these corporations may affect labour bargaining.  
(20 marks)
5. Critically evaluate **FIVE (5)** key challenges facing International Human Resource Management in the contemporary global business environment and their potential impact on HR strategies and organizational performance.  
(20 marks)

**(TOTAL:100 MARKS)**

**END OF QUESTION PAPER**

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