

**FINAL EXAMINATION**

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

|                    |                                                      |
|--------------------|------------------------------------------------------|
| <b>COURSE</b>      | <b>: INTERNATIONAL HUMAN RESOURCE<br/>MANAGEMENT</b> |
| <b>COURSE CODE</b> | <b>: HRM4233</b>                                     |
| <b>DURATION</b>    | <b>: 3 HOURS</b>                                     |

**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*



**Instruction: Answer ALL questions.**

1. International performance management plays a crucial role in assessing the effectiveness, productivity, and overall contribution of international employees within Multinational Enterprises (MNEs). Analyse **THREE (3)** key performance appraisal criteria used to evaluate international employees and relate with **TWO (2)** appropriate parties responsible for conducting the appraisal process.  
(20 marks)
2. Despite careful planning and selection process, expatriates may encounter various challenges that hinder the success of their international assignment. Determine **FIVE (5)** major causes of international assignment failure and their implications for both expatriates and Multinational Enterprises (MNEs).  
(20 marks)
3. Multinational Enterprises (MNEs) utilize various approaches to determine expatriate compensation, one of which is the Going Rate Approach. Analyse the suitability of the Going Rate Approach by relate **THREE (3)** advantages and **TWO (2)** disadvantages in the context of international compensation management.  
(20 marks)
4. Trade unions play a significant role in influencing employment relations and organizations decision making within Multinational Enterprises (MNEs). Examine **FOUR (4)** ways trade unions may constrain the strategic choices of MNE and implication of these constraints on organizational flexibility and international operations.  
(20 marks)
5. Multinational Enterprises (MNEs) operate in diverse international environments that expose them to various strategic, operational and environmental risks. Criticise **FIVE (5)** corporate risk assessment categories that should be considered as the foundation of and MNE-specific audit and relate the importance of each category in managing international business risks.  
(20 marks)

**(TOTAL: 100 MARKS)**

**END OF QUESTION PAPER**

