

**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. International assignments are not just operational roles; they are critical avenues for personal development and organizational learning. Analyse **FOUR (4)** distinct types of knowledge or skills by providing each type with relevant example that an expatriate acquires during an international assignment.
(20 marks)
2. An effective international compensation policy is a vital strategic tool that helps a Multinational Enterprise (MNE) navigate the complex realities of managing a global workforce. Criticise **FIVE (5)** core objectives that an international compensation policy must achieve to support the strategic goals and operational needs of an MNE.
(20 marks)
3. When an MNE decides to shift its operations or services to an offshore location, the corporate human resource function must take on specialized operational responsibilities. Determine **FIVE (5)** HRM roles or actions required when managing human resources during an offshoring transition.
(20 marks)
4. As global supply chains face intense scrutiny from consumers and international watchdogs, MNEs are increasingly utilizing corporate "Codes of Conduct." Analyse the purpose of a Corporate Code of Conduct within international industrial relations, and relate with **THREE (3)** key responsibilities that the global HRM function must undertake to successfully monitor and enforce these codes across international operations.
(20 marks)
5. Operating across diverse socio-cultural boundaries exposes HR managers to intense ethical friction. Compare **FOUR (4)** distinct ethics-related challenges that the HR function of an MNE must systematically navigate when managing global human resources.
(20 marks)

(TOTAL:100 MARKS)

END OF QUESTION PAPER

