BSMH 3113  CONFIDENTIAL

UUM
Universiti Utara Malaysia

FINAL EXAMINATION SECOND SEMESTER 2012 / 2013 SESSION

COURSE CODE / NAME : BSMH 3113 / INTERNATIONAL HUMAN RESOURCE MANAGEMENT
DATE / DAY : 17 JUN 2013 (MONDAY)
TIME : 09:00 A.M. - 11:30 A.M. (2½ HOURS)
VENUE : DSB K.TM.

INSTRUCTIONS:
1. This examination paper contains FIVE (5) QUESTIONS in TWO (2) printed pages excluding the cover page.
2. You have to answer ALL questions in the answer booklet provided.
3. Candidates are NOT ALLOWED to take both exam question and answer booklet out of the exam hall.
4. Candidates are bound by the UUM's RULES AND PROCEDURES ON ACADEMIC FRAUD.

MATRIC No.: ___________________________ (in word) ___________________________ (in number)
IDENTIFICATION CARD NO.: ___________________________
LECTURER NAME: ___________________________________________
GROUP: [ ] TABLE NO.: [ ]

DO NOT OPEN THIS EXAMINATION PAPER UNTIL INSTRUCTED
QUESTION ONE (20 MARKS)

"The world becomes global village in 21st century and organizations expanding their business operation across the border. When organization expands business operation from local to international market, human resource management practices move from domestic HRM to international HRM.

Explain TEN (10) major differences between domestic and international human resource management.

(20 marks)

QUESTION TWO (30 MARKS)

Multinational forms today compete on the effectiveness and competence of their core human talent around the world. Increasingly, these core individuals are being required to operate effectively across a variety of national borders and in a greater number of cross-national job assignments. These international assignees, including all employees working outside their own national borders [e.g. Parent Country Nationals (PCN), Third Country Nationals (TCN) and Host Country National (HCN)] have collectively come vital for the success of multinational organizations. These international assignees fill critical staffing needs in subsidiaries, work on multinational teams, and perform many other critical tasks for their organizations.

a. Explain TWO (2) advantages and TWO (2) disadvantages of HCN, PCN and TCN.

(24 marks)

b. List down THREE (3) approaches how to implementing international staffing multinational firms.

(6 marks)

QUESTION THREE (20 MARKS)

When organization move from domestic to international HRM, many HRM practices change according to situation. Hiring and then deploying people to positions where they can perform effectively is a goal of most organizations, whether domestic or international. For the successful completion of international assignment and better performance, MNE’s pay much attention on the recruitment and selection process of expatriates.

Discuss FIVE (5) effective recruitment methods which MNE’s might use to recruit best employees.

(20 marks)
QUESTION FOUR (20 MARKS)

The complexities of managing performance in a firm’s various globally distributed facilities have received a great deal of professional and academic attention in the last decade. Expatriation remains a key dimension of multinational enterprise and performance. Therefore, poor performance or expatriates failure leads to many types of direct and indirect cost for the company.

a. Discuss **FOUR (4)** types of direct and indirect cost each for expatriate failure.  

(16 marks)

b. List down **FOUR (4)** reasons of expatriate’s failure.  

(4 marks)

QUESTION FIVE (10 MARKS)

Global compensation practices have recently moved far beyond the original domain of expatriate pay. Compensation is increasingly seen as: a mechanism to develop and reinforce a global corporate culture, a primary source of corporate control. Discuss **TWO (2)** basic approaches used to determine an international compensation package.

(10 marks)

END OF QUESTIONS