JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH IT

4TH YEAR 2ND SEMESTER 2016/2017 ACADEMIC YEAR

KISII CAMPUS

COURSE CODE: ABA 435

COURSE TITLE: INTERNATION HUMAN RESOURCE MANAGEMENT

EXAM VENUE: **STREAM: (BBA)**

DATE: APRIL, 2017   **EXAM SESSION:**

TIME: 2 HOURS

INSTRUCTIONS:

INSTRUCTIONS: ANSWER QUESTIONS ONE AND ANY OTHER TWO QUESTIONS.

QUESTION ONE   (30 **marks)**

   a) Explain the concept of international human resource management (5 marks)
   b) Torrington (1994) believes that international human resource management is best defined by reference to the '7cs' characteristics. briefly explain any five of these '7cs' characteristics (10 marks)
   c) International employment and development strategies have to address three main issues: Centralization, Staffing Management posts and Management Development. Describe these three strategies. (15 marks).

QUESTION TWO   **(20marks)**

 a) The needs to recruit, motivate, appraise and control employees are common to organizations throughout. How HRM is implemented, however, differs substantially from

state to state. What are the possible causes of these disparities in national HRM Practices? (10 marks)

b) Highlight any five challenges of international human resource management (10 marks)

QUESTION THREE   **(20marks)**

Explain the Following approaches to the compensation of international employees.

    a) Home-based pay Approach (10 marks)

    b) Host-based pay approach (10 marks)

QUESTION FOUR   **(20marks)**

a) Discuss the qualities of a good expatriate manager in international human resource management (10 marks)

b) Describe the problems attached to the employment and use of expatriate managers (10 marks)

QUESTION FIVE   **(20marks).**

a) "Along- term international human resource training plays a competitive role in business performance"   Discuss   (10 marks)

b)   Discuss the functions of International Labour Organization (ILO) in the management of expatriates. (10 marks)