



**JARRAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE
AND TECHNOLOGY**

4TH YEAR 2ND SEMESTER 2016/2017 ACADEMIC YEAR

COURSE CODE: ABA 435

**COURSE TITLE: INTERNATIONAL HUMAN RESOURCE
MANAGEMENT**

EXAM VENUE: KISUMU CAMPUS

STREAM: HR

DATE:

EXAM SESSION

TIME: 2 HOURS

INSTRUCTIONS

1. Answer question ONE (COMPULSORY) and ANY OTHER 2 questions.
2. Candidates are advised not to write on the question paper.
3. Candidates must hand in their answer booklets to the invigilator while in the examination room.

QUESTION ONE

- a) State the importance of using Consultancies for the recruitment and selection by an Organization. (5 marks)
- b) Identify the determinants of International Organization culture. (5 marks)
- c) Give characteristics of a task culture. (5 marks)
- d) Name elements likely to be described in a comprehensive recruitment policy document. (5 marks)
- e) State advantages of using outside consultants for pre-departure training programmes (5 marks)

QUESTION TWO

- a) Discuss internal factors that influence an employee behaviour in an International Organization. (10 marks)
- b) Explain the features of effective induction for an International assignee. (10 marks)

QUESTION THREE

- a) Explain methods an Organization can use to manage the challenges facing human resource department. (10 marks)
- b) Analyze the role of human resource department regarding international employee relations management. (10 marks)

QUESTION FOUR

- a) Explain five specialized means of selection for international assignment in an Organization. (10 marks)

- b) Identify and explain any five important factors to consider in international recruitment and selection. (10 marks)

QUESTION FIVE

- a) Discuss the significance of employing local nationals for international Assignment. (10 marks)
- b) Explain the importance of Home-based Compensation policy. (10 marks)