

JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

BUSIA CAMPUS

FACULTY OF COMMERCE

ABA 437 CONTEMPORARY ISSUES IN HUMAN RESOURCE MANAGEMENT

AUGUST 2014

2

HOURS

ANSWER ALL QUESTIONS IN SECTION A AND ANY TWO IN SECTION B

**SECTION A**

ANSWER ALL QUESTIONS IN THIS SECTION

Q1a). Explain the concept of global staffing and explain FOUR of its approaches.

(5 Marks)

b). Discuss FIVE new Trends in international HRM. (10 Marks)

c.) Explain the ways in which the management of change becomes a challenge to the human resource manager in the organizations in today's era. (5 Marks)

d). Discuss the various ways in which FIVE C's of International Human Resource Management impact on the performance of MNEs. (10 Marks)

Q2a). "A wide range of issues have affected Human Resource Management in contemporary world." Discuss.

(10 Marks)

b). Discuss the FIVE stages of internationalization of an organization. (5 Marks)

Q3a). “With the increase in competition, organizations must become more focused to succeed.” Discuss various ways in which human resource management contributes to the success of an organization.

(10 Marks)

b). Explain how a human resource manager can apply Herzberg’s motivation-hygiene theory to better the performance of his organization. (5

Marks)

Q4a). Highlight FIVE significant changes that are likely to take place in the management of human resource in the future. (10

Marks)

b). Discuss how the use of organizational knowledge and learning can be embedded within the international HR function of an organization. (5

Marks)

Q5. Discuss the concept Strategic International Human Resource Management highlighting its issues, functions, and practices that would impact positively on MNEs’ performance. (15

Marks)