



**JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY**  
**SCHOOL OF BUSINESS AND ECONOMICS**  
**UNIVERSITY EXAMINATION FOR THE DEGREE OF BUSINESS ADMINISTRATION**  
**4<sup>TH</sup> YEAR 1<sup>ST</sup> SEMESTER 2023/2024 ACADEMIC YEAR**  
**KISUMU CAMPUS**

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**COURSE CODE: BAB 1438**

**COURSE TITLE: INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

**DATE:**

**TIME:**

**TIME:**

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**Instructions:**

- 1. Answer Question ONE and ANY other TWO questions**
- 2. Question ONE is Compulsory**

- 1. a) Identify and discuss special issues that international HRM practitioners grapple with in management of work force . (20mks)**
  - b) Explain privileges and immunities diplomat's consuls and foreign embassy employees are entitled to according to ILO convention. (10mks)**
- 2. Discuss by use of relevant examples the essence of pre departure visits in international human resource management. (12mks)**
  - b) Explain in your view what constitutes international policy on recruitment and selection. (8mks)**



Registration No.....

3. A) In your assignment as HR manager of an international organization, discuss factors that would shape employee compensation. **(12mks)**  
b) Identify any 2 common approaches to international HR staffing and explain their distinct merits. **(8mks)**
  
4. a) Discuss the dimensions of international culture with specific reference to either USA or Japan and the resultant influence on international HRM. **(12mks)**  
b) Explain the factors that affect employee re-entry after repatriation. **(8mks)**
  
5. a) Discuss how objectives and functions of ILO have streamlined HR policies and practices in the world labor market. **(12mks)**  
b) Describe the components of pre-departure training in international human resource management. **(8mks)**
  
6. a) Employee recruitment and selection with regard to international HRM. Discuss measures to ensure validity and reliability of selection instruments **(12mks)**  
b) Identify and explain the benefits of a sound informational HR compensation practice. **(8mks)**