

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

4TH YEAR SEMESTER 2 EXAMINATION

TIME: 2 HOURS

BACHELOR OF BUSINESS ADMINISTRATION (BBA 435)

INSTRUCTIONS

1. This paper contains 5 Questions.
2. Answer Question 1 and Any other 2 questions.

QUESTION 1 (COMPULSORY)

- (a) With reference to E-recruitment, state the role of the Internet in an International Recruitment and Selection. (5marks)
- (b) Identify the importance of using Consultancies for Recruitment and Selection by an organisation. (5marks)
- (c) Differentiate between Globalisation and International Human Resource Management. (5marks)
- (d) What are the determinants of International Organisation Culture? (5marks)
- (e) Explain the differences between Task Culture and Role Culture. (5marks)
- (f) State the significance of the concepts of Convergence and Divergence. (5marks)

QUESTION 2

- (a) Explain specialized means of selection for International Assignment. (10 marks)
- (b) Examine the advantages and disadvantages of staffing women and ethnic minorities for International assignment. (10 marks)

QUESTION 3

- (a) State the importance of using outside consultants in pre-departure training programmes. (10marks)
- (b) Identify and explain pre-departure counseling areas for terminated executives in an International organisation. (10 marks)

QUESTION 4

- (a) Discuss International Human Resource Management special issues based on the following:
- (i) The impact of globalisation
 - (ii) The influence of Environmental and Cultural differences (10marks)
- (b) Explain the significance of employing local nationals for International assignments. (10marks)

QUESTION 5

- (a) With reference to foreign entity awareness training, explain steps to be taken to design a training programme for International assignees. (10 marks)
- (b) Under repatriation management for International compensation, describe the importance of the following:
- (i) Home-based compensation policy
 - (ii) Host-based compensation policy (10 marks)

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LECTURER : Nyawara C.

UNIT: ABA 435

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

CONTENTS:

1. International Recruitment and Selection
2. International Staffing
3. Pre-Departure Training – Sensitivity Analysis
4. Role Playing
5. Language Training
6. Pre-Departure Visits
7. Foreign Entity Awareness Training
8. International Compensation
9. International Cultures
10. Repatriation Management
11. International Law and ILO
12. Special Issues in International Human Resource Management