



SLIATE

SRI LANKA INSTITUTE OF ADVANCED TECHNOLOGICAL EDUCATION
(Established in the Ministry of Higher Education, vide in Act No. 29 of 1995)

Higher National Diploma in Management
Third Year, Second Semester Examination – 2016
MAN 3227 Managing International HRM Policies and Processes

Instructions for Candidates:
Answer any five (05) Questions

No. of questions: 06
No. of page : 02
Time : **Three Hours.**

Question 01

- i. Define the term International HRM (04 Marks)
- ii. Why is International HRM more complex than domestic HRM? Give reasons and briefly explain. (06 Marks)
- iii. Discuss at least three of the variables that moderate differences between domestic and international HR practices. (10 Marks)

(Total 20 Marks)

Question 02

- i. What are the elements of culture? (04 Marks)
- ii. Outline the importance of cultural awareness for HR managers in international business. (06 Marks)
- iii. Briefly discuss the cross-cultural management study by Hofstede. (10 Marks)

(Total 20 Marks)

Question 03

- i. What are the reasons for using international assignments? (4 Marks)
- ii. Briefly outline the main characteristics of the four approaches to international staffing. (06 Marks)
- iii. “The choices of staffing approaches depend on the various groups of factors”
Briefly describe the determinants of staffing choices (10 Marks)

(Total 20 Marks)

Question 04

- i What are the factors that affect the expatriate performance? (04 Marks)
- ii “A number of US multinationals have been reluctant to provide even a basic level of pre-departure training, but now this is changing” Describe briefly the **positive aspect** of pre departure training. (06 Marks)

iii Suppose that you are the HR manager of a company. The company has begun to use international assignments. To transit the assignees smoothly to the foreign location you have to arrange pre-departure training for them. Briefly describe the programme that you are supposed to conduct.

(Use at least 3 components) (10 marks)

(Total 20 Marks)

Question 05

- i What should be the main objectives for a multinational company with regard to its compensation policies?

(04 Marks)

- ii What are the expectations of an Expatriate? (06 Marks)

iii “Issues concerning allowances can be very challenging to a firm establishing an overall compensation policy because of the various forms of allowances that exists” Briefly describe the allowances in international compensation.

(10 Marks)

(Total 20 Marks)

Question 06

- i Why is it important to understand the historical origins of national industrial relations systems?

(04 Marks)

- ii Briefly describe three key issues in international industrial relations. (06 Marks)

- iii Write short notes on any two of the followings

- a) Business Ethics and IHRM
- b) Non-government Organizations related to IHRM
- c) Multi National employees corporate risk areas

(10 Marks)

(Total 20 Marks)