



## **MASEÑO UNIVERSITY**

### **UNIVERSITY EXAMINATIONS 2016/2017**

**FOURTH YEAR SECOND SEMESTER EXAMINATIONS FOR THE  
DEGREE OF BACHELOR OF BUSINESS ADMINISTRATION WITH  
INFORMATION TECHNOLOGY**

#### **MAIN CAMPUS**

#### **ABA 435: INTERNATIONAL HUMAN RESOURCE MANAGEMENT**

Date: 26<sup>th</sup> July, 2017

Time: 3.30 - 6.30 pm

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#### **INSTRUCTIONS:**

- Answer question ONE and any other THREE questions.



### QUESTION ONE

(a) "The biggest challenge in International Human Resource Accounting is that of assigning monetary values to different dimensions of HR costs, investments and the worth of employees". Discuss. (15 Marks)

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(b) Distinguish between International Human Resource Management and Domestic Human Resource Management concepts. (10 Marks)

### QUESTION TWO

(a) Use practical examples to explain the approaches that an international human resource manager may use to empower employees of an organization. (8 Marks)

(b) Discuss the sources of human resources available for recruitment in international organizations. (7 Marks)

### QUESTION THREE

(a) Describe the benefits of international staff appraisal in managing performance of an organization. (7 Marks)

(b) Discuss the procedure for work place conflict management in a diversified work environment. (8 Marks)

### QUESTION FOUR

(a) Discuss the significance of group staff training and development programme for a company operating at international level. (8 Marks)

(b) Evaluate the principles underlying effective teams in a Multi-National Company. (7 Marks)

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### QUESTION FIVE

Discuss the significance of Information Technology (IT) in International Human Resource Management. (15 Marks)