



University of Colombo, Sri Lanka
Institute of Human Resource Advancement (IHRA)

Masters Degree in Human Resources Management (MHRM)
(2nd Semester Examination – April 2012)

MHRM 05 – International Human Resource Management

Instructions to the Candidates

- (1) *Answer five (05) questions.*
- (2) *Time allocated for the examination is three (03) hours.*
- (3) *Total number of questions is seven (07).*
- (4) *Total number of pages is two (02).*
- (5) *If a page or a part of this question paper is not printed properly, please inform the Supervisor immediately.*
- (6) *Use of any equipment/items such as mobile phones is prohibited, and rules & regulations of University examinations should be strictly followed.*

- 01 i Define what is International Management.
(04 Marks)
- ii What are the major differences between domestic and International Human Resource Management?
(16 Marks)
(Total 20 Marks)
- 02 i What is an expatriate?
(04 Marks)
- ii What are the three categories of employees of an international firm? Explain how they differ from each.
(16 Marks)
(Total 20 Marks)
- 03 Explain the main characteristics of four approaches of international staffing and their advantages and disadvantages.
(20 Marks)
- 04 Some multinationals are endeavoring to cope with situations to the dual career challenges by finding alternative arrangements and making the international assignments more "family friendly". Explain this statement with examples.
(20 Marks)
- 05 What are the factors involved in expatriate selection, both in terms of the individual and situations concerned? Explain.
(20 Marks)
- 06 i What are the difficulties associated with the expatriate adjustment to the international assignment? Describe your answer with relevant examples.
(08 Marks)
- ii Explain expatriate adjustment process to a foreign culture.
(12 Marks)
(Total 20 Marks)

- 07 i Are female expatriates are different from male expatriates? Explain.
(06 Marks)
- ii Explain the barriers of international assignment with regard to female.
(14 Marks)
(Total 20 Marks)

=====