



**Institute of Human Resource Advancement (IHRA)**  
**University of Colombo, Sri Lanka**  
**Master of Human Resource Management Course No. 12**  
**3<sup>rd</sup> Trimester Examination**  
**(Held in March/April, 2023)**  
**MHRM5333 – International Human Resource Management**

**Instructions to the Candidates**

- (1) This paper consists of eight (08) questions and two (02) pages.
- (2) Answer only four (04) questions.
- (3) Time allocated for the examination is three (03) hours.
- (4) Write your Index Number on all pages of answer scripts.
- (5) If a page or a part of this question paper is not printed, please inform the Supervisor immediately.

1. a) Define IHRM.  
(05 Marks)  
  
b) Discuss two HRM activities in which MNC must engage that would not be related to a domestic HRM.  
(20 Marks)  
(Total 25 Marks)
2. a) Briefly explain the evaluation of a multinational enterprise.  
(05 Marks)  
  
b) What are the main characteristics associated with the four approaches to international staffing? Describe.  
(20 Marks)  
(Total 25 Marks)
3. a) Define expatriate.  
(05 Marks)  
  
b) Outline the most important factors involved in the selection decision of the expatriate.  
(20 Marks)  
(Total 25 Marks)
4. a) What is intercultural training?  
(05 Marks)  
  
b) Briefly describe components of effective pre-departure training programs.  
(20 Marks)  
(Total 20 Marks)
5. a) What is expatriate failure?  
(05 Marks)  
  
b) Describe the most important five reasons for expatriate failure.  
(20 Marks)  
(Total 25 Marks)

6. a) What are the objectives of International assignees compensation package?  
(05 Marks)

b) Briefly describe advantages and disadvantages of the Balance Sheet approach.

(20 Marks)

(Total 25 Marks)

7. a) Why organizations develop a performance management system?

(05 Marks)

b) Explain variables that affect to expatriate performance.

(20 Marks)

(Total 25 Marks)

8. a) What is repatriation?

(05 Marks)

b) Describe the most important factors that cause to repatriate cultural shock.

(20 Marks)

(Total 25 Marks)

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