



Institute of Human Resource Advancement (IHRA)

University of Colombo, Sri Lanka

Master in Human Resource Management

4th Semester Repeat Examination

(Held on March/April, 2023)

MHRM13 -International Human Resource Management

Instructions to the Candidates

- (1) This paper consists of seven (07) questions and one (01) page.
- (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) Scan all answer sheets into a one PDF file and submit into the submit box.
- (6) 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) Describe the major differences between domestic and international HRM.
(20 Marks)
(Total 25 Marks)
2. a) Briefly explain the Born-Global firm.
(05 Marks)
b) Explain 4 business strategies of the Multi National Enterprises which is guided by level of integration and local responsiveness.
(20 Marks)
(Total 25 Marks)
3. a) Define expatriate.
(05 Marks)
b) Outline the main characteristics of approaches to international staffing.
(20 Marks)
(Total 25 Marks)
4. a) What is expatriate failure?
(05 Marks)
b) Briefly describe five important factors for the expatriate failure.
(20 Marks)
(Total 20 Marks)
5. a) What is culture shock?
(05 Marks)
b) Describe the phases of cultural adjustment of expatriate.
(20 Marks)
(Total 25 Marks)
6. a) What is pre-departure training for expatriate?
(05 Marks)
b) "Global business need to pay more attention on cultural training than the technical ability to their expatriates." Analyse the above statement with examples.
(20 Marks)
(Total 25 Marks)
7. a) What are the objectives of international compensation?
(05 Marks)
b) Briefly describe advantages and disadvantages of the going rate approach.
(20 Marks)
(Total 25 Marks)