



REFORMED CHURCH UNIVERSITY

FACULTY OF COMMERCE

**Bachelor of Commerce Honours Degree in Human Resources,
Industrial and Labour Relations Management**

International Human Resources Management

HHRM 409

Part 4 Semester 2 Examination

Total Marks [100]

Date: June 2020

Time: 3 Hours

INSTRUCTIONS

1. This paper has *six (6)* questions
2. Answer question *one (1)* and *any* other *three (3)*
3. Each question carries *25 marks*
4. Start each question on a new page

1. Distinguish between Domestic and International Human Resources Management. (25)
2. Justify the reasons for companies to consider becoming more global, citing practical examples. (25)
3. Evaluate the view that 'people challenge' is the most difficult human resource strategy faced when organizations decide to expand internationally. (25)
4. Examine any **four** approaches to International Human Resources management. (25)
5. Analyse the cultural and social challenges faced by IHRM. (25)
6. Assess the challenges faced by managers when managing employee performance at international level. (25)

End of Paper