



**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: December 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. (a) Explain the evolution of International Human Resources Management (IHRM). (13)  
(b) Examine the different staffing approaches of international human resources, giving examples of an organisation of your choice. (12)
2. Discuss the barriers that hinder the effectiveness of Global Human Resources Management, outlining strategies that HR professionals can apply to combat such barriers. (25)
3. Distinguish between domestic and international human resources management. (25)
4. With the aid of examples, discuss how culture impacts on International Human Resources Management. (25)
5. (a) Discuss **any four** dimensions of culture in IHRM. (10)  
(b) Assess the strategies that can be used to manage cultural diversity in IHRM. (15)
6. (a) Explain the following terms:
  - (i) Convergent strand (2)
  - (ii) Divergent strand (2)
  - (iii) Expatriation (2)
  - (iv) International functional structure (4)  
(b) Evaluate the problems associated with the return of the expatriates to their headquarters after an international assignment. (15)

*End of Paper*