



**REFORMED CHURCH UNIVERSITY**

**FACULTY OF COMMERCE**

**BACHELOR OF COMMERCE HONOURS DEGREE IN HUMAN  
RESOURCES, INDUSTRIAL AND LABOUR RELATIONS  
INTERNATIONAL HUMAN RESOURCES MANAGEMENT**

**HHRM 409**

**PART 4 SEMESTER 2 EXAMINATION**

**TOTAL MARKS [100]**

**DATE: JULY 2022**

**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. Discuss the transnational competencies that are required for business to thrive in a global business environment. (25)
2. Examine the factors that can determine the expatriate success in a multinational company. (25)
3. Explain on the following terms
  - a) Repatriation (5)
  - b) Reverse culture shock (5)
  - c) Repatriation planning process (15)
4. Examine the elements of a good mentoring system for international assignees. (25)
5. High Value Foods, a fast-growing food manufacturing company has grown its market share throughout Zimbabwe and its products are on demand in India. The organisation is seeking a professional advice from an HR point of view on the strategy to implement if they are to open a plant in India. As an HR Consultancy, present your advice to management highlighting the staffing strategies you are aware of and recommend an appropriate staffing strategy to adopt for High Value foods. (25)
6. Evaluate the problems associated with the return of the expatriates to the headquarters after an international assignment. (25)

*End of Paper*