

**UNIVERSITY OF COLOMBO, SRI LANKA**

**FACULTY OF MANAGEMENT AND FINANCE**

**Bachelor of Business Administration (Level II – Semester VI) Examination - 2018**

**HRM 2302 – Comparative HRM**

**Three (03) Hours**

**Answer Only Four (04) Questions**

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1. i. Explain advantages and disadvantages of following staffing approaches with example:
- a. Regioecentric
  - b. Geocentric
  - c. Polycentric
  - d. Ethnocentric
- (04 Marks each )
- ii. What is culture shock and explain its cycle with examples.
- (09 Marks)
- (Total 25 marks)**
2. i. Explain the challenges faced by MNCs in motivating and retaining their employees.
- (10 Marks)
- ii. Explain one of the modules below with appropriate examples.
- a. Geert Hofstede's four cultural dimensions
  - b. Fons Trompenaars's seven cultural dimensions
- (15 Marks)
- (Total 25 marks)**
3. i. What are the leadership theories discussed in the class room. Give examples for each type.
- (20 Marks)
- ii. Discuss the variations in leadership concepts across countries with examples.
- (05 Marks)
- (Total 25 marks)**

4. i. Who is an Exapatriate? Explain with examples.

(04 Marks)

ii. Explain advantages and disadvantages of hiring employees from

- a. Parent Country Nationals (PCNs) and
- b. Host Country Nationals (HCNs) and
- c. Third Country Nationals (TCNs) to the host company.

(07 Marks each)

**(Total 25 Marks)**

5. i. Based on the classroom discussions, explain national human resource management practices and associated problems in Australia.

(10 Marks)

ii. Based on the classroom discussions, compare and contrast following HR practices in private and public sector organizations in Sri Lanka with examples.

- a. Hiring Approaches
- b. Training & Development Procedures
- c. Performance Appraisal Methods

(15 Marks)

**(Total 25 Marks)**

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