

UNIVERSITY OF COLOMBO - SRI LANKA

FACULTY OF MANAGEMENT AND FINANCE

Bachelor of Business Administration (Level II – Semester VII) Examination - 2016

INB 2208 – International Dimensions in HRM

Two (02) Hours Only

Answer all questions

1. (i) Define an expatriate.

(05 Marks)

(ii) Explain with examples how domestic HRM differentiate from the International HRM.

(20 Marks)

(Total 25 marks)

2. You are the Group HR director for a small company that has begun to open international subsidiary. You are considering provide pre-departure training for employees to use an external consulting firm, as you do not have the resources to provide “in-house training”.

(Source: Dowling and Welch, 1999)

(i) What components should have to be covered in the pre departure training program?

(10 Marks)

(ii) How will you measure the effectiveness of the pre-departure training?

(15 Marks)

(Total 25 marks)

3. You are the recruitment manager for a small IT company that has begun to use international subsidiaries.

(i) Do you believe PCNs should be assigned for the subsidiaries.

(07 Marks)

(ii) Do you believe HCNs should be assigned for the subsidiaries.

(07 Marks)

- (iii) Or do you believe combination of PCNs and HCNs should be assigned for the subsidiaries.

Explain your decision with appropriate examples.

(11 Marks)

(Total 25 marks)

4. (i) Explain with examples how female expatriates balance their work and family life.

(10 marks)

- (ii.) As a HR manager, explain what policies you recommend for your expatriates.

(15 Marks)

(Total 25 marks)
