



STAMFORD COLLEGE
SCHOOL OF BUSINESS, MARKETING AND ACCOUNTING
DIPLOMA IN BUSINESS ADMINISTRATION
(SEMESTER 6)

DBA 210: INTERNATIONAL HUMAN RESOURCE MANAGEMENT

Date : 2 April 2007

Time : 9.30am – 12.30pm

Duration:3 hours

Instructions to Candidates

This paper consists of 6 questions. Candidates are required to answer FOUR questions.

Please ensure that this examination paper contains SIX questions on ONE printed page before you start the examination.

Books, papers and other written materials are not allowed to be brought into the examination hall. A candidate who violates the examination rules of Stamford College or commits a malpractice will be disqualified from the examination.

Write your Examination Index Number on each page of your answer booklet.

Candidates are required to answer FOUR questions.

The marks allocated for each of the questions are shown in brackets.

Question 1

The allocation of human resources to a firm's various international operations has implications for its staffing policy. Discuss the advantages and disadvantages of using PCNs and HCNs as managers at the firm's foreign subsidiary.

(Total = 25 marks)

Question 2

Assess why an understanding of the research findings on national culture is important to organizations when designing their international HRM policies.

(Total = 25 marks)

Question 3

Expatriate failure can be defined as the premature return of an expatriate from an international assignment. Discuss the possible reasons and cost of such a failure to organizations.

(Total = 25 marks)

Question 4

How can Multi-National Corporations (MNCs) resolve the problems encountered in the appraisal of expatriate managerial performance?

(Total = 25 marks)

Question 5

Assess the key aspects that MNCs would include when designing a successful pre-departure programme for a manager who is preparing to work abroad.

(Total = 25 marks)

Question 6

Managing staff on an international level can be substantially different from managing local staff. Discuss the statement.

(Total = 25 marks)

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