

**UNIVERSITY OF BOLTON**

**OFF CAMPUS DIVISION**

**MIM MALAWI**

**MSC INTERNATIONAL MANAGEMENT**

**SEMESTER 1 EXAMINATION 2018/2019**

**HUMAN RESOURCE IN GLOBAL CONTEXT**

**MODULE NO. IMA7003**

Date: 12<sup>TH</sup> January 2019

Time: 3 Hours

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**INSTRUCTIONS TO CANDIDATES:**

There are six questions on this paper.

Answer four questions.

All questions carry equal marks.

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Human Resource in Global Context  
Module No. IMA7003

**QUESTION 1**

As a Global HR Manager, evaluate the traits useful for recruiting and selecting an International and Global Assignee and devise a straightforward test to screen candidates for such traits.

**(25 Marks)**

**QUESTION 2**

As HR Manager, critically evaluate at least **two** practices used in recruitment or selection of International and Global Assignees, and justify the use of specified methods in the training and development of the selected assignees.

**(25 Marks)**

**QUESTION 3**

Imagine you are the HR Director; justify to senior management the most important factors to consider when compensating the expatriate in Global organizations and critically explore how can such factors contribute towards achievement of organizational strategic goals.

**(25 Marks)**

**QUESTION 4**

As a Global HR consultant, demonstrate why global performance appraisal is important to both the organization and an individual expatriate and explain how appraising an expatriate performance differs from appraising that of a Home Office Manager. Critically evaluate the impact of culture in the appraisal process.

**(25 Marks)**

**QUESTION 5**

With reference to your organization, or an organization you have worked in previously, critically examine how HR strategies contribute to the achievement of business strategy and corporate strategy.

**(25 Marks)**

**Please turn the page**

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**QUESTION 6**

With aid of examples, critically examine how the following recruitment, selection, development and retention policies work in Global Companies: **Ethnocentric Staffing Policy, Polycentric Staffing Policy and Geocentric Staffing Policy.**

**(25 Marks)**

**END OF QUESTIONS**

PAST EXAMINATION PAPER