



PAN AFRICA CHRISTIAN UNIVERSITY
SCHOOL OF LEADERSHIP, BUSINESS AND TECHNOLOGY
END OF SEMESTER EXAMINATION FOR THE DEGREE OF
BACHELOR OF BUSINESS LEADERSHIP
BACHELOR OF COMMERCE
DECEMBER 2018 EXAMINATIONS

CAMPUS: ROYSAMBU

DEPARTMENT: BUSINESS STUDIES

COURSE CODE: BUS3433 | CHR406

COURSE TITLE: CONTEMPORARY ISSUES IN HRM

EXAM DATE: TUESDAY 4TH DECEMBER 2018

DURATION: 3 HOURS

TIME: 6:00PM-9:00PM

MODE: ONLINE

INSTRUCTIONS

- Read the instructions and questions carefully before you write the answers.
- Answer QUESTION ONE and any other THREE questions out of the SIX provided
- *Write clearly and legibly.*
- *ALL PAC University's examination rules and regulations apply*

SECTION A: ANSWER ALL QUESTIONS IN THIS SECTION{ 10 MARKS}

QUESTION ONE

1. International Compensation strategies that reward individual performance and the acquisition of individual skills and know-how are common in
 - A. Collectivist cultures
 - B. Individualistic cultures
 - C. Risk averse cultures
 - D. All the above
2. Economic downturns are generally associated with
 - A. high turnover.
 - B. lower unemployment rates.
 - C. skills shortages.
 - D. more competition for qualified employees
3. The basic managerial skill(s) is (are)
 - A. To supervise
 - B. To stimulate
 - C. To motivate
 - D. All of the above
4. Someone who lives and works in a foreign country is a(n)
 - A. Immigrant
 - B. International employee
 - C. expatriate
 - D. holiday maker
5. Actions that employees do not do or must do, in a job is classified as
 - A. profitability
 - B. productivity
 - C. development
 - D. performance
6. You are tasked with building employee engagement at the firm you work for. Strategic human resources initiatives you would consider implementing include:
 - A) employee recognition programs.
 - B) employee recognition programs and management development programs.
 - C) job design indicators.
 - D) diversity programs.
7. A major difference between International HRM and Domestic HRM is the
 - A. Number of employees covered by the HR policies
 - B. Ease with which employees adjust to new cultures

- C. Development of effective cross-border management styles.
 - D. An increased complexities such as currency fluctuations, foreign HR policies and practices, and differing labor laws
8. When a person from one culture communicates with a person from another culture they are engaging in
- A. Multinational communication
 - B. Horizontal communication
 - C. Cross-cultural communication
 - D. All of the above
9. All aspects of training and development in international organizations are affected by all of the following except
- A. Diversity of the work force
 - B. Cultural differences
 - C. Financial costs
 - D. Languages differences
10. HRM as practiced by multinational organizations is called
- A. Multinational HRM
 - B. Intrernational HRM
 - C. Global HRM
 - D. International HRM

SECTION B: ANSWER THREE QUESTIONS ONLY {10 MKSEACH}

QUESTION TWO

- a) Identify **four** emerging trends in the field of human resource management **(4mks)**
- b) Explain **three** challenges you are likely to face as a human resource manager in your organization**(6mks)**

QUESTION THREE

- a) Explain **three** skill sets you would require for effective transformation in Human resource management **(6mks)**
- b) Discuss **two** functions of Human resource management in the Insurance Industry**(4mks)**

QUESTION FOUR

- a) Identify **two** reasons why organizations choose to outsource their functions **(2mks)**
- b) Describe the **four** key roles you would have as the Human resource manager in the banking industry**(8mks)**

QUESTION FIVE

- a) Explain **three** purposes of international Human resource management **(6mks)**

- b) State **four** limitations of International Human resource management (4mks)

QUESTION SIX

- a) Highlight **two** key competencies you would require your employees to have (2mks)
- b) Explain the importance of having Japanese employees in your Tokyo branch instead of having employees from Kenya in that branch (4mks)
- c) Discuss **two** challenges that would hinder your effective communication in your department as a Human Resource Manager (4mks)