THE OPEN UNIVERSITY OF SRI LANKA
FACULTY OF MANAGEMENT STUDIES

BACHELOR OF MANAGEMENT STUDIES HONOURS
BMSHONS IN ACCOUNTING AND FINANCE
BMSHONS IN HUMAN RESOURCE MANAGEMENT
BMSHONS IN MARKETING MANAGEMENT

HRU5413 – INTERNATIONAL HUMAN RESOURCE MANAGEMENT
FINAL EXAMINATION – 2024/ 2025
DURATION – THREE (03) HOURS

DATE: 29/11/2025 **TIME: 01.30 P.M. – 04.30 P.M.**

INSTRUCTIONS:

- **The question paper comprises 06 questions. Answer any 05 questions out of the 06 questions.**
- **Answer the questions in the answer booklet given.**
- **Illegible Handwriting will result in reduced marks.**

Question 01

a. Briefly explain how International Human Resource Management differs from Domestic Human Resource Management.

(5 marks)

b. Nimal Bandara, a senior manager at GlobeTech Solutions (Pvt) Limited, has completed a three-year international assignment in Singapore. Currently, Nimal faces anxiety about returning to the headquarters in Sri Lanka, concerned about his career progression, cultural readjustment, and recognition.

As the Human Resource Manager at GlobeTech Solutions, how would you develop a repatriation plan to support Nimal's smooth transition back home country?

(15 marks)
(Total: 20 marks)

Question 02

a. Explain what an international assignment is and why HR managers are more concerned about expatriates.

(10 marks)

b. Explain five reasons for expatriate failure in international assignments.

(10 marks)
(Total: 20 marks)

Question 03

a. Define International Performance Management and explain how it differs from domestic performance management.

(10 marks)

b. Explain the role of performance appraisal in managing expatriates.

(10 marks)

(Total: 20 marks)

Question 04

a. Explain how globalization and remote work have impacted the psychological and social well-being of the international employees.

(Total: 20 marks)

Question 05

a. Explain three (03) types of international assignees.

(08 marks)

b. "Some argue that standardization of HR practices is better than the localization of HR practices in an international context of HRM." Do you agree with this statement? Justify.

(12 marks)

(Total: 20 marks)

Question 06

Select any five topics and write short notes.

I. Digital Transformation and International Human Resource Management.
II. Cultural shock
III. Localization strategy in global Human Resource Management.
IV. The main components of expatriate compensation packages
V. Ethical Issues in International Human Resource Management
VI. The impact of technology on managing international teams.
VII. Managing diversity in a global context.
VIII. The future trends in International Human Resource Management.

(05*4 Marks = 20 Marks)

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