



# THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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**MAIN EXAMINATION**

**MAY – JULY 2016 TRIMESTER**

**FACULTY OF COMMERCE**

**MBA EVENING PROGRAMME**

**CMH 613: GLOBAL STRATEGIC HUMAN RESOURCE MANAGEMENT**

**Date: JULY 2016**

**Duration: 3 Hours**

**INSTRUCTIONS: Answer ALL Questions**

- Q1. You have been employed as a human resources manager in an organization with branches in 20 different countries globally. You are required to ensure that all human resource management functions are fully operational.
- a) Discuss the factors that are likely to affect your work as a global human resources manager. **(10 marks)**
  - b) Discuss the steps that you would take to overcome the challenges you face as a result of working in a global organization. **(10 marks)**
  - c) Discuss how you would conduct performance management in this organization. **(10 marks)**
- Q2. a) Discuss the training methods that you would use to train employees in a global organization clearly showing the advantages and disadvantages of each of the methods you have identified (20 marks)
- b) Discuss the training that you would conduct for an employee who is about to go for a global assignment. **(10 marks)**
- Q3. a) Discuss the organizational environment for a global organization clearly showing how each of the environmental factors affects the recruitment of global employees. **(15 marks)**

- b) Discuss the main approaches that you can use when recruiting employees for a global organization. What are the advantages and disadvantages of each of these approaches? **(15 marks)**

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