



THE CATHOLIC UNIVERSITY OF EASTERN AFRICA

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MAIN EXAMINATION

JANUARY – APRIL 2014 TRIMESTER

FACULTY OF COMMERCE

MBA- PROGRAMME

CMH 613: GLOBAL STRATEGIC HUMAN RESOURCE MANAGEMENT

Date: APRIL 2014

Duration: 3 Hours

INSTRUCTIONS: Answer ALL Questions

- Q1. a) Discuss the challenges you would face while managing the performance of a global work force. **(14 marks)**
- b) How would you overcome the challenges you have identified in (a) above? **(6 marks)**
- Q2. a) What value is gained from studying international HRM? **(10 marks)**
- b) What challenges do manager face in managing a global workforce? **(10 marks)**
- Q3. Discuss the factors that you would consider while determining the salaries to be paid to employees in a global organization. **(20 marks)**
- Q4. a) Discuss the reasons why you should train global workers. **(6 marks)**
- b) On what issues would you train your employees before giving them global assignments? **(14 marks)**

- Q5. a) "Global employee/industrial relations management is the greatest challenge to a global HR Manager". Discuss the statement clearly showing how you would overcome this challenge. **(10 marks)**
- b) Discuss how culture affects the work of a human resources manager in a global organization. How would you minimize the effect of culture? **(10 marks)**

END