

**CONFIDENTIAL**



**UNIVERSITI KUALA LUMPUR BUSINESS SCHOOL**

**FINAL EXAMINATION  
JANUARY 2016 SEMESTER**

**SUBJECT CODE** : EEB20203  
**SUBJECT TITLE** : INTERNATIONAL HUMAN RESOURCE MANAGEMENT  
**LEVEL** : BACHELOR  
**TIME / DURATION** : 2.00 PM - 5.00 PM / 3 HOURS  
**DATE** : 28th MAY 2016

**INSTRUCTIONS TO CANDIDATES**

1. Please **CAREFULLY** read the instructions given in the question paper.
2. This question paper has information printed on both sides of the paper.
3. This question paper consists of **TWO (2)** sections; **Section A and section B.**
4. **Answer FOUR (4) questions in Section A and THREE (3) questions ONLY in Section B.**
5. Please write your answers on the answer booklet provided.
6. Answer all questions in **English language ONLY.**
7. This question paper must not be removed from the examination hall.

**THERE ARE 2 PAGES OF QUESTIONS, EXCLUDING THIS PAGE.**

**SECTION A (Total: 40 marks)**

**INSTRUCTION: Answer FOUR (4) questions ONLY.**

**Please use the answer booklet provided.**

**QUESTION 1**

Please examine why is it essential for managers to know about HRM concepts and techniques?  
(10 marks)

**QUESTION 2**

Please explain what is sexual harassment? How can an employee prove sexual harassment?  
(10 marks)

**QUESTION 3**

Please make an assessment, what is employee engagement? Explain how job specifications can be written to include employee engagement requirements.  
(10 marks)

**QUESTION 4**

Describe the authority of line and staff managers. Give examples of each.  
(10 marks)

**QUESTION 5**

Explain the Equal Opportunity Commission enforcement process  
(10 marks)

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**SECTION A (Total: 60 marks)**

**INSTRUCTION: Answer THREE (3) questions ONLY.**

**Please use the answer booklet provided.**

**QUESTION 1**

Is it advantageous to take a talent management approach to managing employee retention?  
Why or why not?

(20 Marks)

**QUESTION 2**

Explain how you would ensure fairness in disciplining, discussing particularly the prerequisites to disciplining, disciplining guidelines, and the discipline without punishment approach.

(20 Marks)

**QUESTION 3**

Explain why is it important to establish a culture of safety? What characterizes a safety-oriented culture?

(20 Marks)

**QUESTION 4**

Differentiate between contemporary competency-based (or skill-based) pay and conventional pay on the basis of job evaluation.

(20 marks)

**END OF EXAMINATION PAPER**

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