



UNIVERSITI KUALA LUMPUR  
BUSINESS SCHOOL

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FINAL EXAMINATION  
OCTOBER 2025 SEMESTER

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COURSE CODE : EEB10203  
COURSE TITLE : INTERNATIONAL MANAGEMENT  
PROGRAMME NAME : BACHELOR OF BUSINESS ADMINISTRATION (HONS)  
INTERNATIONAL BUSINESS  
DATE : 23 JANUARY 2026  
TIME : 9:00AM - 12:00PM  
DURATION : 3 HOURS

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INSTRUCTIONS TO CANDIDATES

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1. Please read the instructions given in the question paper CAREFULLY.
2. This question paper is printed on both sides of the paper.
3. This question paper consist of TWO sections.
4. Answer ALL questions for Section A.
5. Section B consist of four questions. Answer THREE (3) questions only.
6. Please write your answer on the answer booklet provided.
7. Please answer all questions in English only.
8. Please answer MCQ/EMQ questions using OMR sheet.  Tick if applicable
9. Refer to the attached Formula/ Appendies.  Tick if applicable

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THERE ARE 4 PAGES OF QUESTIONS INCLUDING THIS PAGE

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

**Answer ALL questions.**

**Please use the answer booklet provided.**

**Question 1**

In international management, a firm's organizational structure must align with its global strategy while adapting to contingency factors like geographic dispersion, cultural differences, time zones, and varying business practices will make structural design across borders more complex than strategy development itself.

Describe **TWO (2)** organizational structure that consider international involvement. Provide the sketch and possible element in the chart.

(20 marks)

**Question 2**

In international management, this *Hofstede Theory* is widely used because it identifies key dimensions along which cultures differ. These dimensions explain how people from different national cultures perceive authority, work in teams, deal with uncertainty, and balance individual versus collective interests.

Discuss **FOUR (4)** elements in this theory.

(20 marks)

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

**Answer THREE (3) questions only.**

**Please use the answer booklet provided.**

**Question 1**

In the context of international management, controlling involves evaluating the performance of global operations against strategic international objectives and making necessary adjustments to ensure alignment with corporate goals across diverse cultural, legal, and economic environments.

Describe **TWO (2)** types of control system for global. Provide an example for each.

(20 marks)

**Question 2**

Many global companies face difficulties finding and training enough local managers in fast-growing countries like Brazil, Russia, India, and China, because the demand for skilled managers is growing faster than the supply.

Describe **FOUR (4)** major challenges in staffing or human resources for global operations

(20 marks)

**Question 3**

In an international assignment, designing an effective compensation package is crucial to attract, motivate, and retain expatriate employees. Such a package must be carefully structured to ensure fairness, competitiveness, and compliance with both home- and host-country legal requirements and employment practices.

Explain with example **FOUR (4)** components of the compensation package that must be considered in the light of both home and host-country legalities and practices.

(20 marks)

**Question 4**

The ability to develop a global management team depends largely on the success of expatriates' assignments, which in turn depends on the ability to manage transitions for the expatriate and accompanying family members. Effective management of a company's global cadre does not end with overseas assignments. It ends with successful repatriation. State **FIVE (5)** reasons why international assignments are important for developing global managers.

(20 marks)

END OF EXAMINATION PAPER