

**SULIT**



**KEMENTERIAN PENDIDIKAN TINGGI  
JABATAN PENDIDIKAN POLITEKNIK DAN KOLEJ KOMUNITI**

**BAHAGIAN PEPERIKSAAN DAN PENILAIAN  
JABATAN PENDIDIKAN POLITEKNIK DAN KOLEJ KOMUNITI  
KEMENTERIAN PENDIDIKAN TINGGI**

**JABATAN PERDAGANGAN**

**PEPERIKSAAN AKHIR**

**SESI II : 2023/2024**

**DPP50103 : INTERNATIONAL MANAGEMENET**

**TARIKH : 25 MEI 2024**

**MASA : 8.30 PAGI - 10.30 PAGI (2 JAM)**

---

Kertas ini mengandungi **EMPAT (4)** halaman bercetak.

Struktur (4 soalan)

Dokumen sokongan yang disertakan : Tiada

---

**JANGAN BUKA KERTAS SOALAN INI SEHINGGA DIARAHKAN**

(CLO yang tertera hanya sebagai rujukan)

**SULIT**

**INSTRUCTION:**

This section consists of **FOUR (4)** structured questions. Answer **ALL** questions.

**QUESTION 1**

CLO1

(a) Define the terms below :

- i) Home Country Nationals
- ii) Third Country Nationals

[5 marks]

CLO1

(b) There are several compensation packages that often offered to an expart. Elaborate **FIVE (5)** of the packages.

[10 marks]

CLO1

(c) Complete the table below with information on the International Human Resources selection procedures when going on an overseas assignment.

| Sources               | ANTICIPATORY | IN COUNTRY<br>ADJUSTMENT |
|-----------------------|--------------|--------------------------|
| ADJUSTMENT<br>PROCESS | 1.           | 1.                       |
|                       | 2.           | 2.                       |

[10 marks]

**QUESTION 2**

- CLO1 (a) A Dutch researcher Fons Trompenars, conducted over 10 years period research on over 15,000 managers from 28 countries. The following discussions examines each of the relations orientations through a few dimensions. Interpret the dimensions below.
- i) Sequential
  - ii) Synchronous
  - iii) Achievement
  - iv) Ascription
- [10 marks]

- CLO1 (b) i) Parochialism is a belief that one worldwide for the MNC's to address regional differentiation issues. Carry out the meaning of parochialism.
- [5 marks]
- ii) Most MNC's have a cultural strategic predisposition toward doing things in a particular way which four distinct predisposition have been identified. Write **FOUR (4)** of them by giving an example.
- [10marks]

**QUESTION 3**

- CLO1 (a) Explain the meaning of organizational culture by Edgar Schein as organizational culture theorist.
- [5 marks]
- CLO1 (b) Write the differences of diverse group that can be categorized in group multiculturalism below.
- i) Homogeneous groups
  - ii) Token groups
  - iii) Bicultural groups
  - iv) Multicultural groups
- [10 marks]

- CLO1 (c) Analyse the transfer of communication between subordinate and manager in conveying orders and information by using downward and upward communication in an international company as an example.

[10 marks]

#### QUESTION 4

- CLO1 (a) Negotiation is the process of bargaining with one ore more parties to get a solution. Provide **FOUR (4)** detail explanation between distributive negotiation and integrative negotiation.

[10 marks]

- CLO1 (b) Several basic steps can be used to manage the negotiation process. Determine **FIVE (5)** steps of the negotiation process involved.

[15 marks]

**END OF QUESTION**