

Chapter 16 – Revision Questions

1. What are the three main approaches to managing people in multinational enterprises?
2. How do the three approaches map on the selection of top managers for MNE subsidiaries?
3. What is the role of expatriates in MNE subsidiaries?
4. How do MNEs select individuals for expatriate assignments?
5. How should MNEs prepare expatriates for their assignments?
6. What is culture shock and how can expatriates (and exchange students) manage it?
7. What are the challenges faced by expatriates when returning to their country of origin?
8. How does an expatriate experience contribute or not to an individual's career development?
9. What are the key challenges for MNEs in managing their local workforces?
10. Why do MNEs find it difficult to recruit local management in China, a country with a large and generally well educated urban workforce?
11. How do formal and informal institutions shape human resource management practices in subsidiaries abroad?
12. How do human resources contribute to an organization's resource and capability profile?
13. How effective are non-traditional international assignments in substituting for the use of expatriates?
14. What challenges arise for MNEs when assigning individuals from abroad to work at corporate headquarters?
15. What are the key skills needed by an international human resource manager?