

## HUMAN RESOURCE MANAGEMENT IN GLOBAL PERSPECTIVE

### MULTIPLE CHOICE QUESTION

CLASS : TYBMS(HR)

SEM - VI

1. IHRM involves employment of right people at right position irrespective of
  - a. Gender
  - b. Educational Qualification
  - c. Geographic location
  - d. Experience
  
2. IHMR creates local appeal without compromising on \_\_\_\_\_
  - a. local identity
  - b. Global Identity
  - c. Goodwill
  - d. Profit
  
3. \_\_\_\_\_ are also known as parent country nationals, they are the citizens of the country.
  - a. TCN
  - b. HCN
  - c. PCN
  - d. MCN
  
4. \_\_\_\_\_ Division of operations of the multinational company on the basis of some geographical region.
  - a. Regioncentric
  - b. Polycentric
  - c. Geocentric
  - d. Ethnocentric
  
5. \_\_\_\_\_ is a home country or third country national who is assigned to a country operational location.
  - a. Impatriates
  - b. Expatriates
  - c. Repatriates
  - d. PCN
  
6. \_\_\_\_\_ Occurs when people predispose that their home land conditions are best.
  - a. Regionocentrism
  - b. Ethenocentrism
  - c. polycentrism
  - d. geocentrism

7. \_\_\_\_\_ identifies the physical and psychological characteristics of a person.
  - a. Hard Goals
  - B. soft goals
  - C. long term goal
  - d. short term goals
  
8. Increased responsibility and social status can be difficult to handle for people lacking \_\_\_\_\_ to keep themselves grounded.
  - a. Intelligence
  - b. Emotional maturity
  - c. responsibilities
  - d. Functional Maturity.
  
9. \_\_\_\_\_ means returning of expatriates to their home countries.
  - a. Expatriate
  - b. Non-Expatriate
  - c. Global Expatriate
  - d. Repatriation
  
10. The third global value is \_\_\_\_\_.
  - a. peace
  - b. Humanity
  - c. Sustainable development
  - d. Independence
  
11. \_\_\_\_\_ Expands the scope of domestic management To encompass International and multicultural Spheres.
  - a. cross cultural
  - b. comparative HRM
  - c. diversity
  - d. transforming
  
12. Economic Union and regional integration are included under -\_\_\_\_\_ strategy.
  - a. Individual strategies
  - b. group strategies
  - c. organisational strategies
  - d. International strategies
  
13. . \_\_\_\_\_ is the frustration and confusion that that results from being bombarded by uninterpretable cues.
  - a. cultural shock
  - b. adjustment stage
  - c. mastery stage
  - d. cross culture management
  
14. \_\_\_\_\_ is given to explain the common values attitude and behaviour pattern in the host country.
  - a. cultural awareness training

- b. behaviour modification training
  - c. experimental training
  - d. cross cultural training
15. . \_\_\_\_\_ expose the expatriates to real life situation through field visit preliminaries visit to the host country.
- a. cultural awareness training
  - b. behaviour modification training
  - c. experimental training
  - d. cross cultural training
16. . Under \_\_\_\_\_ rigorous training is required for adjusting the culture in international assignment.
- a. Job novelty
  - b. Degree of interaction
  - c. Cultural novelty
  - d. Sensitive training
17. \_\_\_\_\_ is designed to develop attitudinal flexibility
- a. sensitivity training
  - b. Cross cultural training
  - c. Negotiation skills
  - d. Language training
18. \_\_\_\_\_ is described as more enduring assignment with local employees that involves the two way transfer of existing process and practices.
- a. Developmental assignment
  - b. Strategic assignment
  - c. Technical assignment
  - d. Functional assignment
19. \_\_\_\_\_ means the way you dress up to the office plays an important role in determining the course of your appraisal process
- a. Teamwork
  - b. Appearance
  - c. Organisational skills
  - d. Performance
20. \_\_\_\_\_ includes host and home country government policy, labour relations, voluntary courts employee courts etc.
- a. institutional factors
  - b. economic factors
  - c. political factors
  - d. Social factors
21. \_\_\_\_\_ includes not to afraid to use rudimentary foreign language skills and being embarrassed.
- a. broad-based sociability
  - b. a drive to communicate
  - c. Cosmopolitan orientation
  - d. collaborative negotiation style

22. \_\_\_\_\_ describe the open mind and expatriate need to have when experimenting with different cultures, understanding and practicing them.
- broad-based sociability
  - a drive to communicate
  - Cosmopolitan orientation
  - collaborative negotiation style
23. \_\_\_\_\_ believes that there is no Universal or International right and wrong.
- ethical relativism
  - ethical absolutism
  - ethical universalism
  - ethical standards
24. \_\_\_\_\_ includes self-control, Consumer Protection and welfare, service to society, fair treatment to social group, not to exploit others etc.
- Code of conduct
  - Moral and social values
  - Business Ethics
  - Education and guidance
25. \_\_\_\_\_ means Global challenges must be managed in a way that distributes the cost and burdens fairly in accordance with basic principles of equity and Social Justice.
- solidarity
  - Tolerance
  - share responsibility
  - Equality
26. \_\_\_\_\_ means duplication or overlap of certain functions or activities at headquarter and projects.
- organising redundancy
  - forecasting redundancy
  - planning redundancy
  - functional redundancy
27. Under \_\_\_\_\_ parent country nation employees fill all key position in an multinationals
- Regioncentric
  - Polycentric
  - Geocentric
  - Ethnocentric
28. In \_\_\_\_\_ relation it's important to realise that it is difficult to compare industrial relations system and behaviour across national boundaries.
- International labour
  - External relation
  - Domestic

d. Employee

29. \_\_\_\_\_ is an employee working and living in foreign country where he is not a citizen.
- Impatriates
  - Expatriates
  - Repatriates
  - PCN
30. The role of family in expatriation has been a long standing topic in the filed of
- global mobility
  - job satisfaction
  - Promotion
  - Compensation
31. The advent of the era of liberalization and globalization has led to the \_\_\_\_\_ of business
- internationalization
  - nationalization
  - localization
  - regionalization
32. A \_\_\_\_\_ developed by Morgan presents IHRM on three dimensions
- model
  - Law
  - Theory
  - Principle
33. A \_\_\_\_\_ competence is unique strength of an organization which may not be shared by others
- potential
  - core
  - need based
  - extended core
34. The suitability of the type of staffing policy adopted depend on the \_\_\_\_\_ used by the organization
- strategy
  - resources
  - finance
  - time
35. \_\_\_\_\_ places greater emphasis on number of responsibilities and functions.
- IHRM
  - SHRM
  - FHRM
  - CHRM
36. Ethics is a branch of \_\_\_\_\_
- CSR

- b. Arts
  - c. social science
  - d. Commerce
37. In \_\_\_\_\_ approach firm withhold the amount equal to home country tax.
- a. Profit maximisation
  - b. wealth maximisation
  - c. investments
  - d. tax equalisation
38. Q 37 Ineffective \_\_\_\_\_ of key objectives results in confusion, lack of teamwork, and low morale
- a. Communication
  - b Co ordination
  - c. Planning
  - d. organising
39. The term \_\_\_\_\_ failure has been defined as the premature return of an expatriate
- a. Expatriate
  - b. Non-Expatriate
  - c. Global Expatriate
  - d. domestic expatriate
40. The second global value is \_\_\_\_\_
- a. peace
  - b. Humanity
  - c. Sustainable development
  - d. Independence
41. \_\_\_\_\_ relates to the sacredness or value of each person as an end, not Simply as the means to the fulfilment of others' purposes.
- a. peace
  - b. Human Dignity
  - c. Sustainable development
  - d. Independence
42. \_\_\_\_\_ Expands the scope of domestic management To encompass International and multicultural Spheres.
- a. cross cultural
  - b. comparative HRM
  - c. diversity
  - d. transforming
43. \_\_\_\_\_ strategies based on the situations, ego state coma and cultural background of other person at workplace in order to manage the diversify its cultural situation.
- a. Individual strategies
  - b. group strategies
  - c. organisational strategies

- d. National strategies
- 44. \_\_\_\_\_ provides information about desirable behavioural practices in host country.
  - a. cultural awareness training
  - b. behaviour modification training
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- 47. \_\_\_\_\_ means the way you dress up to the office plays an important role in determining the course of your appraisal process
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- 48. \_\_\_\_\_ includes host and home country government policy, labour relations, voluntary courts employee courts etc.
  - a. institutional factors
  - b. economic factors
  - c. political factors
  - d. Social factors
- 49. . Under \_\_\_\_\_ multinational provide spouse or partner assistance with the employment search in host country.
  - a. inter company networking
  - b. Intra company employment
  - c. job hunting assistance
  - d. on assignment career support
- 50. . \_\_\_\_\_ stage refers to saying goodbye to colleagues and friends and travelling to the next posting, home usually the home
  - a. Preparation
  - b. physical relocation
  - c. transition
  - d. readjustment