

Online Examinations (Even Sem/Part-I/Part-II Examinations 2020 - 2021)

Course Name - –International Human Resource Management

Course Code -HR404

* You can submit the form ONLY ONCE.

* Fill the following information for further process.

* Required

1. Email *

2. Name of the Student *

3. Enter Full Student Code *

4. Enter Roll No *

5. Enter Registration No *

6. Enter Course Code *

7. Enter Course Name *

8. *

Mark only one oval.

- Diploma in Pharmacy
- Bachelor of Pharmacy
- B.TECH.(CSE)
- B.TECH.(ECE)
- BCA
- B.SC.(CS)
- B.SC.(BT)
- B.SC.(ANCS)
- B.SC.(HN)
- B.Sc.(MM)
- B.A.(MW)
- BBA
- [B.COM](#)
- B.A.(JMC)
- BBA(HM)
- BBA(LLB)
- B.OPTOMETRY
- B.SC.(MB)
- B.SC.(MLT)
- B.SC.(MRIT)
- B.SC.(PA)
- LLB
- [B.SC\(IT\)-AI](#)
- B.SC.(MSJ)
- Bachelor of Physiotherapy
- B.SC.(AM)
- Dip.CSE
- Dip.ECE
- [DIP.EE](#)
- DIP.CE

- [DIP.ME](#)
- PGDHM
- MBA
- M.SC.(BT)
- M.TECH(CSE)
- LLM
- M.A.(JMC)
- M.A.(ENG)
- M.SC.(MATH)
- M.SC.(MB)
- MCA
- M.SC.(MSJ)
- M.SC.(AM)
- M.SC.CS)
- M.SC.(ANCS)
- M.SC.(MM)
- B.A.(Eng)

Answer all the questions. Each question carry one mark.

9. 1. Factors that affect global human resource management are

Mark only one oval.

- Economic factors
- Societal factors
- Cultural factors
- All of the above

10. 2. If employee is citizen of country where operation is located but headquarters are located in another country then employee is classified as

Mark only one oval.

- Expatriates
- Host country nationals
- Third country nationals
- Third world employees

11. 3. In global assignments, if individuals are sent to perform some limited tasks and then return to their home country then this assignment is called

Mark only one oval.

- Functional assignments
- Technical assignments
- Development assignments
- Transnational assignments

12. 4. Concept which defines inequality among nation explained in cultural dimension is classified as

Mark only one oval.

- Power distance
- Orientation distance
- Expatriation distance
- Repatriation distance

13. 5. All societal forces that affect values, actions and beliefs of different groups of people are altogether called

Mark only one oval.

- Expatriation
- Repatriation
- Culture
- Economy

14. 6. If employee is citizen of a country where company headquarters are located and work in other country where its operation is located then employee is considered as

Mark only one oval.

- Third country nationals
- Third world employees
- Expatriates
- Host country nationals

15. 7. Which objective of IHRM is false?

Mark only one oval.

- To develop more feasible understanding of work practices at global levels.
- To increase the cultural differences as inimical for cultural environment
- To develop better and competitive HR strategies in global competitive scenario.
- To manage and organise cross cultural counselling and language training programme.

16. 8. Possible global assignments do not include

Mark only one oval.

- Functional assignments
- Technical assignments
- Development assignments
- Transnational assignments

17. 9. Understanding behavior and culture of host country's market by host manager in corporation orientation is known to be

Mark only one oval.

- Ethnocentric
- Polycentric
- Geocentric
- Expat-centric

18. 10. Which of the approaches is common for firms at early stages of internationalization?

Mark only one oval.

- Polycentric
- Regio-centric
- Ethnocentric
- Geocentric

19. 11. Which of the approaches is common for subsidiaries during the maturity stage of the organization?

Mark only one oval.

- Polycentric
- Geocentric
- Ethnocentric
- Regio-centric

20. 12. What should be the size of business required for an acquisition?

Mark only one oval.

- Size of acquiring company should be equal to size of acquired company
- Size of acquiring company should be more than size of acquired company
- Size of acquiring company should be less than size of acquired company
- Does not of enough importance

21. 13. According to Deal and Kennedy, this type of culture is associated with low risk and slow feedback. Which of the following represents this type of culture?

Mark only one oval.

- Macho culture
- Bet your company culture
- Work and play hard culture
- Process culture

22. 14. Handy describes one type of culture as based upon the expertise within the organization, as vested in the individuals within it, and reflected in the way that they must be organized to meet the needs of the business. Which of the following reflects this type of culture?

Mark only one oval.

- Role culture
- Person culture
- Task culture
- Power culture

23. 15. Which of the following options is not relevant to Handy's model of cultural composition?

Mark only one oval.

- Role culture
- Task culture
- Boss culture
- Person culture

24. 16. Which of the following reflects one of the six dimensions of culture, from the Schein model of cultural composition?

Mark only one oval.

- Common values
- Behavioural irregularities
- Dominant values
- Underlying assumptions

25. 17. How to increase understanding of the employees about the culture of others, values and ethos of another culture?

Mark only one oval.

- Through cultural diversification
- Through expatriation
- Through cross cultural training
- None of the above

26. 18. Cross-culture training helps in

Mark only one oval.

- Collaboration for working on projects with teams from other countries of different cultures
- Working of divisions or departments of the company in different countries.
- Interaction with suppliers from other countries for outsource activities.
- All of the above

27. 19. Cross Cultural Team Building focuses on developing trust between people that may have different _____.

Mark only one oval.

- Efficiency
- Leaders
- Values and believes
- None of the above

28. 20. In the context of IHRM, each of the employees tend to think that only he is right and others are wrong. It is called _____.

Mark only one oval.

- Ethnocentrism
- Self-centrism
- Polycentrism
- None of the above

29. 21. Having a _____ experience helps to connect people in the context of cross cultural team building.

Mark only one oval.

- Professional
- Personal
- Shared
- None of the above

30. 22. Having a _____ team presents opportunities for creativity, innovation and learning from others of different ethnicity. _____

Mark only one oval.

- Functional
- Cross-cultural
- Contract
- None of these

31. 23. The advantages of the Balance Sheet Approach for calculating international compensation package include

Mark only one oval.

- Potential re-entry problems in the home country
- Considerable disparities between the expatriates of different nationalities and between expatriates and local nationals.
- Equality with local nationals
- Facilitates expatriate re entry

32. 24. Equalization in benefits is practiced in international compensation as a transitional support to expatriates, as a part of _____.

Mark only one oval.

- Social adjustment assistance
- Social security practices
- Country-specific practices
- Inter-cultural issues

33. 25. The payment made to the expatriate with a view to compensating for the differences in expenditure between the home or parent country and the host country is known as

Mark only one oval.

- Cost of living allowance
- Education allowance
- Housing allowance
- Home leave allowance

34. 26. When a rater's overall positive or negative impression of an individual employee leads to rating him or her the same across all rating dimensions, it is called

Mark only one oval.

- Similar-to-me Error
- First Impression Error
- Leniency Error
- Halo Effect

35. 27. When a raters' tendency is to rate all employees at the positive end of the scale (positive leniency) or at the low end of the scale (negative leniency), it is called

Mark only one oval.

- Halo Effect
- Similar-to-me Error
- Leniency Error
- First Impression Error

36. 28. Rater's tendency is biased in performance evaluation toward those employees seen as similar to the raters themselves, it is called

Mark only one oval.

- Leniency Error
- Halo Effect
- Similar-to-me Error
- First Impression Error

37. 29. The advantages of going rate approach to international compensation are

Mark only one oval.

- Equality with local nationals
- Simplicity
- Equity amongst different nationalities
- All of these

38. 30. In managing international compensation, approach in which package compensation equalizes cost between home country and international employees is called

Mark only one oval.

- Headquarters approach
- Cash flow approach
- Income statement approach
- Balance-sheet approach

39. 31. The _____ to international compensation is a system designed to equalize the purchasing power of employees at comparable position levels living abroad and in the home country and to provide incentives to offset qualitative differences between assignment locations.

Mark only one oval.

- Income statement approach
- Cash flow approach
- Headquarters approach
- Balance Sheet Approach

40. 32. An act of one enterprise of acquiring, directly or indirectly of shares, voting rights, assets or control over the management, of another enterprise, is called

Mark only one oval.

- Merger
- Tie-ups
- Acquisition
- Collaboration

41. 33. Multinational enterprises undertake cross-border mergers and acquisitions for

Mark only one oval.

- Gaining access to strategic proprietary assets.
- Gaining market power and dominance.
- Achieving synergies in local/global operations and across industries.
- All of these

42. 34. Transfer of movable and immovable assets is subjected to which duty?

Mark only one oval.

- Insurance duty
- Corporate trustee duty
- Custom duty
- Stamp duty

43. 35. Who coined the term 'informal sector'?

Mark only one oval.

- Keith Davis
- Amartya Sen
- Mahabub Ul Haq
- Keith Hart

44. 36. Which of the following is not a method of social security?

Mark only one oval.

- Social Assistance
- Social Action
- Social Insurance
- Mutual Assistance

45. 37. AFL-CIO in United States of America is a

Mark only one oval.

- Craft Union
- Industrial Union
- General Union
- National Union

46. 38. Which is not an association of employers?

Mark only one oval.

- CIE
- AIOE
- CITU
- IOE

47. 39. What is the role of the Arbitration Board in United Kingdom?

Mark only one oval.

- Agreement
- Settlement
- Award
- Collective Agreements Non-legal

48. 40. Which of the following labour legislations in USA made unions more powerful than management?

Mark only one oval.

- Wagner Act
- Taft-Hartley Act
- Narris-Le Guaradia Act
- Landrum-Griffin Act

49. 41. The “Marginal Discounted Product of Labour” as a modified version of Marginal Productivity Theory was advanced by

Mark only one oval.

- Kalecki
- Ricardo
- Taussig
- Adam Smith

50. 42. The First Indian Trade Union led by women was _____.

Mark only one oval.

- H.M.S.
- I.N.T.U.C.
- A.I.T.U.C.
- C.I.T.U.

51. 43. Which of the following is not a determinant factor of industrial relations?

Mark only one oval.

- Institutional factors
- Economic factors
- Social stratification factors
- Technological factors

52. 44. Who among the following propounded the theory of industrial democracy?

Mark only one oval.

- Allan Flanders
- Neil W. Chamberlain
- Sydney & Beatrice Webbs
- John T. Dunlop

53. 45. Which of the following is not a field of industrial relations?

Mark only one oval.

- Study of workers and their trade unions
- Study of consumers and their associations
- Management and their associations
- State and their institutions

54. 46. Which of the following statements about I.L.O. is not true?

Mark only one oval.

- I.L.O is a tripartite body.
- I.L.O was established in 1919.
- I.L.O passes only recommendations.
- I.L.O conventions are mandatory for those countries which ratify them.

55. 47.The trusteeship approach to industrial relations was advocated by _____.

Mark only one oval.

- Mahatma Gandhi
- Max Weber
- Allan Flanders
- Karl Marx

56. 48. Which are not the characteristics of grievances?

Mark only one oval.

- Factual
- Fabricated
- Disguised
- Imaginary

57. 49. Which of the following trends in the employment relations in the new economic era is not correct?

Mark only one oval.

- Declining stability and security
- Declining labour intensity
- No shift from contract of service to contract of service
- Declining mutual commitment

58. 50. A Trade Union means “An association of workers in one or more professions carried on mainly for the purpose of protecting and advancing the members’ economic interest in connection with their daily work”.

Mark only one oval.

- Sidney and Beatrice Webb
- J. Cunnison
- G.D.H. Cole
- Clyde E. Dankert

59. 51. Assertion (A): Labour Welfare is relative to time and space. Reason (R): It shall be universal and perpetual.

Mark only one oval.

- Assertion and Reason are right.
- Assertion is wrong and Reason is right.
- Both Assertion and Reason are wrong.
- Assertion is right but its explanation given in Reason is wrong

60. 52. According to whom ‘Conflict is necessary but it can be and needs to be managed and resolved’?

Mark only one oval.

- Unitarists
- Pluralists
- Classicalists
- Modernists

61. 53. Who has propounded the theory that “Industrial Conflict is a part of the broader social conflict between classes and used to explain fundamental historical process of change and development in human society”?

Mark only one oval.

- Frank Tannenbaum
- Adam Smith
- Karl Marx
- G.D.H. Cole

62. 54.The structure of I.L.O. includes

Mark only one oval.

- An International Labour Conference
- A Governing Body
- An International Labour Office
- All the above

63. 55. Find out the one which is not an element of employee empowerment.

Mark only one oval.

- Belief system and trust
- Arbitrariness
- Purposefulness
- Self-sufficiency or Competency

64. 56. A system of industrial relations where social and labour issues are discussed between trade unions and management at enterprise level is _____.

Mark only one oval.

- Bipartism
- Tripartism
- Social dialogue
- None of the above

65. 57. The relations between government and transnational corporations are divided into liberal, neo-mercantilist and neo-imperialist categories by _____.

Mark only one oval.

- Richardson, J.H.
- Clark Kerr
- Kochan, T.A., [et.al](#)
- John T. Dunlop

66. 58. The International Organization of Employer's (I.O.E) with headquarters in Genevas was formulated in _____.

Mark only one oval.

- 1910
- 1920
- 1930
- 1940

67. 59. Trade Union movement in India emerged between _____.

Mark only one oval.

1920-1930

1850-1870

1870-1880

1930-1947

68. 60. The purpose of granting recognition to trade unions in USA by NLRB is to _____.

Mark only one oval.

Send representatives to I.L.O.

To participate in Government Bodies

To raise labour disputes

To be accepted by Management for Collective Bargaining purposes

This content is neither created nor endorsed by Google.

Google Forms