



BRAINWARE UNIVERSITY

Term End Examination 2021 - 22

Programme – Master of Business Administration

Course Name – International Human Resource Management

Course Code - HR404

(Semester IV)

Time allotted : 1 Hrs.15 Min.

Full Marks : 60

[The figure in the margin indicates full marks.]

Group-A

(Multiple Choice Type Question)

1 x 60=60

Choose the correct alternative from the following :

- (1) Global assignments in which employees are sent for strategic jobs having intercultural understanding are classified as
 - a) Development assignments
 - b) Non development assignments
 - c) Strategic assignments
 - d) Managerial assignments
- (2) If employee is citizen of country where operation is located but headquarters are located in another country then employee is classified as
 - a) Expatriates
 - b) Host country nationals
 - c) Third country nationals
 - d) Third world employees
- (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
 - a) Functional assignments
 - b) Technical assignments
 - c) Development assignments
 - d) Transnational assignments
- (4) Dimension of culture which defines extent of people how they act as individuals instead of representing as groups is classified as
 - a) Orientation distance
 - b) Power distance
 - c) Individualism
 - d) Certainty avoidance
- (5) 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
 - a) Third country nationals
 - b) Third world employees
 - c) Expatriates
 - d) Host country nationals
- (6) Global assignments in which employees are sent to other countries for extended projects and return back after completing project are classified as

- a) Professional
c) Shared
- b) Personal
d) None of the above
- (18) Financial payments, above and over a regular base pay for employees are called
- a) Ethnocentric allowances
c) Hardship allowances
- b) Mobility premiums
d) Foreign Service premiums
- (19) Equalization in benefits is practiced in international compensation as a transitional support to expatriates, as a part of _____.
- a) Social adjustment assistance
c) Country-specific practices
- b) Social security practices
d) Inter-cultural issues
- (20) 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
- a) Cost of living allowance
c) Housing allowance
- b) Education allowance
d) Home leave allowance
- (21) 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
- a) Halo Effect
c) Leniency Error
- b) Similar-to-me Error
d) First Impression Error
- (22) Rater's tendency to allow more recent incidents (either effective or ineffective) of employee behavior to carry too much weight in the evaluation of performance over an entire rating period, it is called
- a) Halo Effect
c) Similar-to-me Error
- b) First Impression Error
d) Recency Error
- (23) The advantages of going rate approach to international compensation are
- a) Equality with local nationals
c) Equity amongst different nationalities
- b) Simplicity
d) All of these
- (24) Practice by which representatives of unions is given position in board of directors of company is classified as
- a) Co-functional agreement
c) Co-determination
- b) Mutual union contract
d) Mutual agreement
- (25) In the expatriation cycle, repatriation is
- a) First step
c) Last step
- b) Middle step
d) None of the above
- (26) Multinational enterprises undertake cross-border mergers and acquisitions for
- a) Gaining access to strategic proprietary assets.
c) Achieving synergies in local/global operations and across industries.
- b) Gaining market power and dominance.
d) All of these
- (27) Which of the following are the problem of M & A?
- a) Overly diversified
c) Reduces flexibility
- b) Managers overly focused on acquisition
d) All of these
- (28) Which of the following is not a method of social security?
- a) Social Assistance
c) Social Insurance
- b) Social Action
d) Mutual Assistance

- (40) Who are not the actors according to Dunlop's framework of industrial relations system?
- a) Communities and their associations b) Workers and their organisations
c) Specialized government agencies d) Managers and their representatives
- (41) 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"?
- a) Frank Tannenbaum b) Adam Smith
c) Karl Marx d) G.D.H. Cole
- (42) Find out the characteristics of collective bargaining which is not applicable.
- a) It is a collective process b) It is a flexible process.
c) It is not a bipartite process. d) It is interdisciplinary system.
- (43) A system of industrial relations where social and labour issues are discussed between trade unions and management at enterprise level is _____.
- a) Bipartism b) Tripartism
c) Social dialogue d) None of the above
- (44) "Model Grievance Procedure" is given in the _____.
- a) Industrial Disputes Act b) Employee State Insurance Act
c) Industrial Employment (standing orders) Act d) Code of Discipline
- (45) In USA collective bargaining mostly takes place at the _____.
- a) Industrial level b) Regional level
c) National level d) Enterprise level
- (46) Which of the following includes five basic functions—planning, organizing, staffing, leading, and controlling
- a) A job analysis b) Strategic management
c) The management process d) Adaptability screening
- (47) When managers use metrics to assess performance and then develop strategies for corrective action, they are performing the _____ function of the management process.
- a) Planning b) Leading
c) Controlling d) Organizing
- (48) The actual achievements compared with the objectives of the job is
- a) Job performance b) Job evaluation
c) Job description d) None of the above
- (49) Finding ways to reduce _____ is a key responsibility of management
- a) Dissatisfaction b) Uncertainty
c) Stress d) None of the above
- (50) Assisting managers in HR functions of management, known as
- a) line manager b) staff manager
c) First line supervisor d) all of above
- (51) Which one is not a managerial function of HRM?
- a) Planning b) Compensation
c) Directing d) Organizing

- (52) Which one does not fall under compensation function of HRM?
- a) Wage & salary administration b) Bonus
c) Induction d) Incentive
- (53) Which of the following factors state the importance of the Human Resource Planning?
- a) Creating highly talented b) International strategies
c) Resistance to change and d) All of the above
- (54) What is the major issue faced while doing personal planning
- a) Type of information which b) Types of people to be hired
c) Multiple positions to be filled d) All of the above
- (55) Feedback in career planning which focuses how well employees fit in future organizational plan is classified as
- a) reality feedback b) massed feedback
c) spaced feedback d) tactile feedback
- (56) Self-assessment test in which the employees were asked about the preferences regarding occupation is classified as
- a) tactile interest inventory b) swat test of career
c) strong vocational interest inventory d) Lindzey study of values
- (57) The poor quality of selection will mean extra cost on _____ and supervision
- a) Training b) Recruitment
c) Work quality d) None of the above
- (58) A major internal factor that can determine the success of the recruiting programme is whether or not the company engages in _____.
- a) HRP b) Selection
c) Induction d) None of the above
- (59) Which is not an advantage of internal Source of recruitment
- a) Time saving b) New blood
c) Less expensive d) increased car
- (60) _____ is the application form to be filled by the candidate when he goes for recruitment process in the organisation
- a) Job application b) Formal application
c) Application blank d) None of the above