

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)

 $1 \times 60 = 60$

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) Technical assignments	b) Distant assignments	
c) Functional assignments	d) Nonfunctional assignments	
(7) Understanding behavior and culture of host country's market by host manager in corporation orientation is known to be		
a) Ethnocentric	b) Polycentric	
c) Geocentric	d) Expat-centric	
(8) Which of the approaches is common for firms at the early growth or during the growth stage of subsidiary?		
a) Geocentric	b) Polycentric	
c) Regio-centric	d) Ethnocentric	
(9) What should be the size of business required fo	r an acquisition?	
 a) Size of acquiring company should be equal to size of acquired company 	b) Size of acquiring company should be more than size of acquired company	
 c) Size of acquiring company should be less than size of acquired company 	d) Does not of enough importance	
(10) This culture is the world of sales (among others). Employees themselves take few risks; however, the feedback on how well they are performing is almost immediate. Which of the following represents this type of culture?		
a) Process culture	b) Tough-Guy, Macho	
c) Work Hard/Play Hard	d) Bet your company culture	
(11) Which of the following options is not relevant to Handy's model of cultural composition?		
a) Role culture	b) Task culture	
c) Boss culture	d) Person culture	
(12) Many managers are often unprepared to deal with diversity, because of their, they are unsure of how to respond.		
a) Inexperience	b) Attitude	
c) Both A & B	d) None of these	
(13) Diversity within a workplace encompasses		
a) Race	b) Gender	
c) Ethnic groups	d) All of these	
(14) How to increase understanding of the employees about the culture of others, values and ethos of another culture?		
a) Through cultural diversification	b) Through expatriation	
c) Through cross cultural training	d) None of the above	
(15) Cross Cultural Team Building focuses on devel have different	oping trust between people that may	
a) Efficiency	b) Leaders	
c) Values and believes	d) None of the above	
(16) In the context of IHRM, conflict is		
a) Normal	b) Dangerous	
c) Both A & B	d) None of the above	
(17) Having a experience helps to connect people in the context of cross cultural team building.		

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

(29) Which of the following is the main function of Kingdom?	Labour Relations Act of United	
a) Regulating working conditons	b) Licencing the industries	
c) Registration of unions	d) Recognition of unions	
(30) Which is not an association of employers?		
a) CIE	b) AIOE	
c) CITU	d) IOE	
(31) Identify the false statement on ILO.	,	
a) ILO is a tripartite body.	b) India was not a founding member of the ILO as it did not get its Independence	
c) ILO has three organs, namely, the International Conference, the governing body, and the International Labour Office.	d) ILO passes conventions and recommendations prescribing International Labour Standards.	
(32) Which of the following contribute(s) as a principle of labour legislation? A. Principle of International Obligation B. Principle of Economic Development C. Principle of Protection and Regulation D. Principle of Social Justice		
a) C and d	b) B, c and d	
c) A, b, c and d	d) A, b, and d	
(33) Find the machinery which is not method of settlement of industrial dispute.		
a) Works committee	b) Consultation	
c) Conciliation	d) Adjudication	
(34) Which of the following is not a determinant fac	ctor of industrial relations?	
a) Institutional factors	b) Economic factors	
c) Social stratification factors	d) Technological factors	
(35) Which of the following is not a field of industr	rial relations?	
a) Study of workers and their trade unions	b) Study of consumers and their associations	
c) Management and their associations	d) State and their institutions	
(36) Who has propounded the system concept of industrial relations? Find out from the following:		
a) L. N. Allen Flander	b) L. N. Flax	
c) John T. Dunlop	d) Neil N. Chamberlein	
(37) The concept of co-operation in Industrial Relations was implemented through which of the following?		
a) Works Committee	b) Joint Management Councils	
c) Workers' representatives on the Board of Directors	d) All the above	
(38) During whose tenure as Prime Minister, the Ec initiated?	conomic Reforms in India were	
a) Smt. Indira Gandhi	b) Rajiv Gandhi	
c) Dr. Manmohan Singh	d) Dr. P.V. Narasimha Rao	
(39) 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".		
a) Sidney and Beatrice Webb	b) J. Cunnison	
c) G.D.H. Cole	d) Clyde E. Dankert	

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 "Indust social conflict between classes and used to e change and development in human society"?	explain fundamental historical process of
a) Frank Tannenbaum	b) Adam Smith
c) Karl Marx	d) G.D.H. Cole
(42) Find out the characteristics of collective barg	gaining 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 trade unions and management at enterprise leads to the control of the contr	
a) Bipartism	b) Tripartism
c) Social dialogue	d) None of the above
(44) "Model Grievance Procedure" is given in the	e
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 p	lace at the
a) Industrial level	b) Regional level
c) National level	d) Enterprise level
(46) Which of the following includes five basic f leading, and controlling	functions—planning, organizing, staffing,
a) A job analysis	b) Strategic management
c) The management process	d) Adaptability screening
(47) When managers use metrics to assess perfor corrective action, they are performing the 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 re	esponsibility of management
a) Dissatisfaction	b) Uncertainty
c) Stress	d) None of the above
(50) Assisting managers in HR functions of managers	agement, 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 H	IRM?
a) Planning	b) Compensation
c) Directing	d) Organizing

(40) Who are not the actors according to Dunlop's framework of industrial relations

(52) Which one does not fall under compensation fu	unction of HRM?
a) Wage & salary administration	b) Bonus
c) Induction	d) Incentive
(53) Which of the following factors state the import Planning?	ance of the Human Resource
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 pers	onal 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 organizational plan is classified as	w well employees fit in future
a) reality feedback	b) massed feedback
c) spaced feedback	d) tactile feedback
(56) Self-assessment test in which the employees w regarding occupation is classified as	ere asked about the preferences
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 c	ost on and supervision
a) Training	b) Recruitment
c) Work quality	d) None of the above
(58) A major internal factor that can determine the swhether 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 o	f recruitment
a) Time saving	b) New blood
c) Less expensive	d) increased car
(60) is the application form to be for recruitment process in the organisation	filled by the candidate when he goes
a) Job application	b) Formal application
c) Application blank	d) None of the above