

Paper/Subject Code: 86004 / Elective: Human Resource: HRM in Global Perspective

TYBMS SEM 6:
Human Resource:
HRM in Global Perspective
(Objective Question with Solution)

April 2019

1. a. Select the most appropriate answer (Any Eight)

1. The _____ of the employee is a major driver of employees' compensation in International HRM.

i. marital status

ii. nationality

iii. gender

2. The _____ approach seeks the best people for key jobs throughout the organization regardless of nationality.

i. Geocentric,

ii. Ethnocentric,

iii. Polycentric

3. _____ occur when multiple cultures become more like one another through exposure to traditions, ideals and languages.

i. Repatriation

ii. Comparative HRM

iii. Cultural Convergence

4. _____ Allowance covers moving, shipping and storage charges

i. Education,

ii. Relocation,

iii. Home Leave

5. With the _____ Approach, the base salary for international transfer is linked to salary structure in the host country.

i. Going Rate,

ii. Balance Sheet

iii. Local Plus

6. _____ develops systems and processes to acquire and share intellectual assets

i. Cultural Shock,

ii. Knowledge Management,

iii. Cultural Dimensions

7. _____ involve partial or full takeover or the merging of capital, assets and liabilities of existing enterprises in country.

i. Cross Border Mergers,

ii. Cultural Convergence

iii. Resource Allocation

8. _____ can be organize I whether or not members are in reasonable proximity to each other

i. Cross Cultural Training,

ii. Organizational Dynamics,

iii. Virtual Teams

9. _____ is a systematic process used for identifying and implementing best or better practices across countries

i. Benchmarking,

ii. Offshoring,

iii. Cultural Sensitivity

10. The most comprehensive code of conduct for labour standards was identified by _____

i. LILO,

ii. UNCTAD,

iii. OECD

1. b. State whether True or False (Any Seven) (7)

1. The scope of International HRM is narrower than that of HRM

Ans: False

2. In an ethnocentric approach, parent country nationals occupy key managerial positions

Ans: True

3. Organizational dynamic is the pattern of movement overtime in the interactions between people in the organization.

Ans: True

4. Cost of living allowance involves payment to compensate for difference in expenditure between home country and foreign country.

Ans: True

5. The basic characteristic of Balance Sheet Approach is to 'keep the expatriate whole

Ans: True

6. Internal hires for expatriate assignment is preferred because this reduces the risk of poor selection decision.

Ans: True

7. Multi-National Companies do not assist spouse assistance with employment search in the host country.

Ans: False

8. Expatriates should have an introvert personality

Ans: False

9. The first international ethics code of conduct for business was developed in

Ans: False

10. Virtual organizations have formal communication.

Ans: True

November 2019

Q1. Match the Column (any 8): (08)

1.	PCN	a	Relocating
2	Recruitment and Hiring	b	Home country orientation
3	Training and development	c	HRM differs between different countries
4	CHRM	d.	Cross cultural communication
5	Balance sheet approach	e.	Role of transfer of knowledge
6	Expatriate	f.	Equalize purchasing power
7	Cultural adjustment	g.	Over dependency on one trait for evaluation of performance.
8	Halo effect	h.	Critical determinant of job performance
9	Off-shoring	i.	No universal right and wrong
10	Ethical relativism	j.	Outsourcing

Q1. B. State whether the statements are true or false: (any 7): (07)

1. IHRM involves the application of HRM practices in an international setting.

Ans: True - International Human Resource Management (IHRM) does indeed involve applying HRM practices in an international context, considering the complexities of managing a diverse workforce across different countries and cultures.

2. The performance of expatriate is crucial for achieving success in an international project.

Ans: True The performance of expatriates, employees working abroad, is often critical for the success of international projects. Their ability to adapt to new environments and effectively carry out their roles can significantly impact project outcomes.

3. Expatriate is an employee working and living in foreign country environment.

Ans: True An expatriate is indeed an employee who lives and works in a foreign country, often as part of an international assignment or job posting.

4. Ethnocentrism is parent country orientation.

Ans: False - Ethnocentrism refers to the tendency to evaluate other cultures according to the values and standards of one's own culture, not specifically the orientation of the parent country.

5. The cultural environment in which expatriates operates is an important factor in determining successful performance.

Ans: True The cultural environment in which expatriates operate plays a significant role in determining their success. Cultural differences can impact communication, decision-making, and relationship-building, all of which are crucial for effective performance in international roles.

6. Non expatriates are employees who travel internationally but they doesn't relocate.

Ans: False - Non-expatriates are typically employees who do not work abroad or live in foreign country environments. They may travel internationally for work purposes but do not permanently relocate

7. International selection requires personal characteristics evaluation.

Ans: True International selection processes often involve evaluating personal characteristics such as cultural adaptability, language proficiency, and willingness to work in diverse environments to ensure a good fit for international assignments.

8. Government of India support off-shoring.

Ans: True- The Government of India has historically supported offshoring, particularly in industries such as information technology (IT) and business process outsourcing (BPO), as it has been seen as a source of economic growth and job creation.

9. International ethics is a branch of social science.

Ans: True- International ethics is indeed a branch of social science concerned with ethical principles and values in the context of global affairs, including issues such as human rights, environmental sustainability, and corporate responsibility.

10. Cross-border alliances are cooperative agreements between two or more firms from different national background.

Ans: True- Cross-border alliances are cooperative agreements between two or more firms from different national backgrounds, often formed to pursue common goals such as market expansion, technology sharing, or cost reduction.

April 2023

Q.1 (A) Choose the correct answer and rewrite the statement. (Attempt any eight) (8)

1. The scope of international human resource management (IHRM) includes:

- a. staff recruitment,
- b. staff development,
- c. compensation,
- d. all of the above**

2. To be effective in the international environment HRM policies must:

- a. reflect an international view,**
- b. accommodate differences in management styles,
- c. focus on domestic issues,
- d. effectively transplant HRM policies and practices from the home country to all other offices.

3. A major difference between domestic and international HRM is the result of

- a. increased complexities such as currency fluctuations,
- b. foreign HR policies and practices, and divergent labour laws, the number of employees covered by the hr policies,**
- c. the ease with which employees adjust to new cultures,
- d. the emergence of effective cross-border management styles.

4. Global assignments in which employees are sent to understand global operations and are required to have intercultural understanding are called:

- a. strategic assignment,
- b. development assignments,**
- c. non development assignments,
- d. managerial assignments.

5. The following are valid reasons for using an ethnocentric international staffing strategy, except:

- a. maintaining a unified corporate culture.
- b. maintaining a diverse corporate culture,**
- c. lack of qualified managers in the host country
- d. maintaining tight control.

6. Which of the following factors is least likely to be directly related to the success of an expatriate assignment?

- a. The personality of the expatriate.
- b. The intentions of the expatriate.
- c. The inability of the spouse to adjust.
- d. The type of products produced by the organization.**

7. Expatriate failure is best defined as:

- a failure to recoup the costs of investment in an expatriate.
- b. early return of the expatriate.**
- C. repatriation.
- d. re-assimilating the expatriate.

8. Offshoring is

- a. Substituting foreign for domestic labor
- b. Subcontracting a part of production to another firm.**
- c. Exporting
- d. Importing

9. Martians Co. of the UK has expanded to 7 countries in South America. All its managers are UK citizens. The company relies on:

- a. a host-country national.
- b. an expatriate.**
- c. a foreign assignment.
- d. all of the above.

10. _____ are more likely to rely on home-country managers for senior MNCs from positions.

- a. EU.
- b. US.
- c. Japan.**
- d. India

Q.1 B) State whether the following statements are True or False :- (Any seven) (7)

1. Expatriates are known as road warriors, globetrotters or flex patriates.

Ans: True

2. PCNs are managers who are citizens of countries other than in which MNC is headquartered.

Ans: True

3. Ethnocentric policy is best when it comes to Global HRM.

Ans: False

4. There is more risk involved in domestic HRM as compared to international HRM.

Ans: False

5. To keep expatriates whole is the basic characteristic of Going Rate Approach.

Ans: True

6. Reverse cultural shock means returning to one's home culture after growing accustomed to a new one.

Ans: True

7. Local plus approach is used for short term assignments and temporary transfers.

Ans: True

8. Organizations need to be restructured in order to be more competitive.

Ans: True

9. Expatriates should have an introverted personality.

Ans: False

10. Third country nationals are also known as headquarter nationals.

Ans: False

April 2024

Q1. Fill in the blanks (any 8)

1. _____ is concerned with identifying and understanding how the MNC's manage their geographically dispersed worked force

a. International HRM

b. Staffing

c. Development

d. Cross Culture Training

2. Why should a company have an expatriation training program?

a. To teach them how to implement the home countries ways of doing business in other cultures

b. To familiarize employees with the history, culture and customs of the country they are being assigned

c. To teach the employees to fluently speak foreign languages

d. To communicate the company's mission statement and purpose for existence

3. In case of _____ a company shifts the location of a service or production of a part to a location abroad

a. outsources

b. offshoring

c. onshoring

d. relocation

4. The is a method of international recruitment where the MNC's hire the most suitable person for the job irrespective of their Nationality.

a. Regio Centric

b. Geocentric

c. Ethnocentric

d. Polycentric

5. Implement a Buddy system, Offer Group Volunteer Projects, Providing Comprehensive cross culture training are ways of dealing with

a. Dealing with culture shock

b. Motivating employees

c. Improving Productivity

d. Managing under performers

6. A salient issue in international HRM is understanding and maintaining cultural _____

a. balance

b. diversity

c. suitability.

d. adaptability

7. Personal & emotional problems results in _____

a. expatriate

b. failure repatriation

c. stress

d. success

8. Culture _____ is being aware that both cultural differences as well as cultural similarities exist between people and affect attitudes.

a. sensitivity

b. suitability

c. adaptability

d. awareness

9. Unions that include workers who have a common skill are _____

- a. trades unions
- b. industry unions
- c. craft guilds
- d. craft unions**

10. Ethnocentric organizations are best characterized by:

- a. Key personnel positions are held by headquarter personnel.**
- b. Subsidiaries are managed by local nationals (HCN)
- c. A worldwide Integrated business which nationality is ignored in favor of ability
- d. Staff may move outside their countries but only within a particular geographic region.

Q2. State whether True or False (any 7)

1. Parent country is where the firm's subsidiary is located

Ans: False

2. Cross-cultural adaptability has an impact on the success or failure of an international assignment

Ans: True

3. Domestic HRM emphasizes on HR issues related to employees belonging to multiple nationalities

Ans: False

4. MNCs employ expatriates to encourage diversity

Ans: True

5. PCN are employees whose nationalities are different from headquarters or the subsidiary office

Ans: False

6. Head Hunting is a source of international staffing

Ans: True

7. Expatriate is an employee working and living in a country of which he is a non citizen

Ans: True

8. Adoption of culture is relatively feasible in International HRM

Ans: True

9. Social institutions of different countries do not affect global cultural values

Ans: False

10. Networking Skills is a quality required by global managers today

Ans: True

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