

VPM'S R.Z. SHAH COLLEGE OF ARTS SCIENCE AND COMMERCE
Class: TYBMS **Practice Question paper**
Subject: HRM IN GLOBAL PERSPECTIVE
Sem: VI **Regular** **Marks: 100**

Question Bank of 50 Questions: (2 marks each)

Q.No	Answer the following	Marks
1	Managing international resources in the global context is indeed _____ process. a) simple b) lengthy c) smooth d) complex	02
2	_____ dynamics is defined as the process of continuously strengthening resources and enhancing employee's performance. a) system b) management c) organisational d) recruitment	02
3	_____ basically, the principle based on local cultures, traditions, practices and needs of the organisational growth. a) system b) organisation c) management d) recruitment	02
4	_____ explores the extent to which HRM differs between different countries or even sometimes between different regions of a country. a) CHRM b) HRM c) MIS d) SEZ	02
5	_____ involves the application of HRM practices to an international setting. a) HRM b) IHRM c) marketing d) none of these	02
6	_____ is a systematic process of gathering, documenting and analysing data about a job to be done. a) job description b) job specification c) job analysis d) job delegation	02
7	The three broads _____ resources activities are procurement, allocation and utilization. a) physical b) psychological c) human d) financial	02
8	IHRM involves _____ of the right people at the right positions, irrespective of geographic locations. a) selection b) employment c) rejection d) all of these	
9	In _____ relations it is important to realise that it is difficult to compare industrial relations systems and behaviour across the national boundaries. a) international labour b) international human c) local human d) none of	

	these	
10	_____ from international point of view is rather more difficult and complex. a) financial resource planning b) technical resource planning c) energy resource planning d) human resource planning	02
11	Knowledge sharing among expatriates is done under _____ strategy. a) Individual strategy b) Group strategy c) organizational strategy d) National strategy.	02
12	IHRM requires the development of a well _____ evaluation process. a)disorganised b)organised c)vague d)impulsive	
13	_____ is associated with global strategy implementation among 5 key areas in significance of IHRM in International Business. a)challenge b)commitment c)cost effectiveness d) competence	02
14	_____ approach is basically taken up while employing host country nationals in the subsidiary of the MNC Operating in that country. a) geocentric b)regiocentric c) polycentric d)ethnocentric	02
15	_____ management describes organisational behaviour within countries and culture. a) indo-cultural b) human resource c) cross cultural d) behavioural	02
16	_____ employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing and allocation of resources. a) system b) management c) organisation d) recruitment	02
17	_____ communication of key objectives results in confusion, lack of teamwork and low morale. a) ineffective b) effective c) smooth d) accurate	02
18	_____ means the remuneration which an employer pays to the employees in return of their service. a) communication b) coordination c) planning d) compensation	02
19	The _____ also has a number of objectives that he wishes to achieve from the compensation policy of the firm. a) marketer b) customers c) employees d) competitor	02
20	Tendency of _____ company in case of MNC's to have some work culture in an overseas company. a) host b) parent c)both d)none of the above	02

21	Host country nationals are employed because they know the taste and preferences of the_____. a) local workers b)global managers c)TCNs d)home country nationals	02
22	_____ can be considered as benefits of workforce diversity. a)communication b)resistance to change c) increased adaptability d) failure of implementation	02
23	_____ are less likely to be offered international assignment due to prejudice mind. a)males b) females c)qualified candidates d)TCNs	02
24	An employee International compensation objective include compensation based on _____. a) competency b) strategy c) administration d) financial advancement	02
25	_____ is not incorporated in major categories of Balance Sheet Approach. a)housing b)income tax c)goods and services d) expatriate	02
26	The term_____ failure has been defined as the premature return of an expatriate. a) expatriate b) non-expatriate c) global expatriate d) repatriate	02
27	_____ is too often there is confusing, conflicting and short-term criteria. a) inappropriate leadership b) short term perspective c) performance appraisal d) none of them	02
28	_____ is the expat's willingness to try new ways of doing things. a) modification b) flexibility c) intolerance d) inappropriate	02
29	_____ means returning of expatriates to their homes. a) expatriates b) non-expatriate c)global expatriate d)repatriation	02
30	_____ are the managers who are citizens of countries other than the one in which the MNC is headquarters. a) TCNs b)host country nationals c)parent country nationals d)none of the above	02
31	_____ country nationals are also known as parent country nationals. a)host b) home c)third d)all of the above	02

32	_____ competencies of the person is to perform the required tasks. a)financial b)human c)transnational d) technical and managerial	02
33	_____ training aims at increasing communication. a) physical b) intellectual c) language d) sensitivity	02
34	_____ is arranged to make the expatriate familiarize with the challenge of assignment. a) work experience b) online training c) field experience d) off job training	02
35	_____ provide information about geography, climate etc. a) environmental briefing b) technical assistance c) financial briefing d) human resource briefing	02
36	_____ is to discuss and share the information. a) knowledge sharing b) technical meetings c) grapevine communication d) none of the above	02
37	_____ helps to manage the cultural diversity. a) fashion training b) cuisine training c) language training d) culture training	02
38	_____ refers to contemporary standards or sets of values that govern the actions and behaviour of an individual in the business organization. a) ethics b) norms c) business ethics d) karma	02
39	_____ is a code of conduct. a) ethics b) norms c) business ethics d) karma	02
40	The second global value is _____. a) peace b) humanity c) sustainable development d) independence	02
41	The third global value is _____. a) peace b) humanity c) sustainable development d) independence	02
42	The fourth global Value is _____. a) peace b) humanity c) sustainable development d) independence	02
43	_____ relates to the sacredness or value of each person as an end not simply as the means to the fulfillment of others purpose. a) peace b) human dignity c) sustainable development d) independence	02
44	_____ has a special role to play in the formulation, communication, monitoring and enforcing an enterprise's ethics program. a) CHRM b) HR c) MIS D) CRM	02
45	_____ affects all areas of endeavor, including how projects are	02

	managed. a) privatisation b) industrialisation c) liberalisation d) globalisation	
46	The term _____ leads to a revolution in the global division of labour. a) resource management b) recruitment c) selection d) offshoring	02
47	The role of the family in expatriation has been a long-standing topic in the field of _____ mobility. a) local b) regional c) global d) national	02
48	_____ are the people who travel internationally but they do not relocate to another country. a) repatriates b) expatriates c) non-expatriates d) third country nationals	02
49	_____ is not one of the main silent features of virtual organisation. a) Technology b) traditional c) email integration d) web conferences	02
50	_____ is the main issue in international labour relations. a) labour participation b) turnover c) retention d) change	02