

	Unit 1 HRM- GP
1.	<p>According to Morgan, the three broad human resource activities are procurement, _____ and utilization.</p> <p>Recruitment Selection Allocation Appraisal</p>
	Ans :- c) Allocation
2.	<p>The _____ of the employee is a major driver of the employee's compensation and employment contract.</p> <p>Language Nationality Marital Status Education</p>
	Ans :- b) Nationality
3.	<p>_____ is concerned with the HRM issues that cross national boundaries.</p> <p>a) Personal Management b) Selection c) IHRM d) Training and Development</p>
	Ans :- c) IHRM
4.	<p>The first contribution to cross cultural management research were made in the early _____ .</p> <p>a) 2000s b) 1990s c) 1970s d) 1960s</p>
	Ans :- d) 1960s
5.	<p>_____ is an experience a person may have when one moves to a cultural environment which is different from one's own.</p> <p>Cultural Shock Reverse Culture Shock Comparative HRM Cross Cultural issues</p>
	Ans:- a) Cultural Shock
6.	<p>In _____ approach, Selection of best people for key jobs are done, regardless of nationality.</p> <p>Polycentric Ethnocentric Geocentric Regio centric</p>
	Ans: c) Geocentric

7.	In _____ approach international staff is transferred within same region they work. a) Polycentric b) Regiocentric c) Geocentric d) Ethnocentric
	Ans: b) Regiocentric
8.	Subsidiaries are usually managed by local nationals in _____ approach. a) Polycentric b) Ethnocentric c) Geocentric d) Regio centric
	Ans: a) Polycentric
9.	To Fulfill international legal compliance, hr managers should be familiar with the _____ of many different jurisdictions. Mass media laws Contract laws Labour & tax laws Criminal laws
	Ans: c) labour & tax laws
10.	In the _____ not only had the practice of IHRM become more sophisticated but research into it's policy & practice established. a) 1960s b) 1970s c) 1980s d) 1990s
	Ans: d) 1990s
11.	IHRM plays a lead rule, when there is a possibility that the talented employees would quit jobs due to _____ a) Cultural differences b) Peer differences c) Management differences d) Trade union issues
	Ans : a) Cultural differences
12.	In _____ approach training originates at headquarters. a) Multi-stage b) De-centralized c) Centralized d) Polycentric
	Ans : c) Centralized
13.	In _____ approach cultural backgrounds of the trainers & trainees are usually similar. Ethnocentric

	Centralized Decentralized Geocentric
	Ans: c) Decentralized
14.	In _____ approach training is given locally. a) Multi-stage b) Centralized c) Geo-centric d) Decentralized
	Ans : d) Decentralized
15.	IHRM plays a very significant role in cross cultural management by dealing with competition, work relationships, work cultures & _____. a) performance appraisal b) investor management c) conflict management d) media management
	Ans: c) conflict management
16.	Returning to one's home culture after growing accustomed to new one is called as a) comparative HRM b) cross cultural management c) cultural shock d) reverse cultural shock
	Ans: d) reverse cultural shock
17.	A good international HR personnel understands that _____ is a key to success. Rigidity Stability Flexibility Severity
	Ans: c) Flexibility
18.	_____ Employees are one of the organization's most effective resources as they help to edge out competition, even when competition is a larger company. a) Unskilled b) Skilled c) Multinational d) Domestic
	Ans: b) Skilled
19.	When a company has customers residing in many different countries _____ employees on cross-cultural communication becomes extremely essential. a) Selecting b) Hiring c) Training d) guiding
	Ans: c) Training

20.	<p>_____ Evaluation is the effective function of international human resource management.</p> <ul style="list-style-type: none"> a) resource b) performance c) finance d) material
	Ans : b) performance
21.	<p>Some people consider international HRM is similar to _____ management.</p> <ul style="list-style-type: none"> a) Event b) Man c) Expatriate d) Finance
	Ans: c) Expatriate
22.	<p>Rapid growth of _____ has increased the number of MNCs, resulting in increased mobility of human resources.</p> <ul style="list-style-type: none"> a) monetisation b) recession c) globalization d) de-centralization
	Ans : c) globalization
23.	<p>In the domestic service, the involvement of HR with employee's family is _____</p> <ul style="list-style-type: none"> a) substantial b) limited c) varied d) unlimited
	Ans: b) limited
24.	<p>In _____ approach most ideal person for each job is selected.</p> <ul style="list-style-type: none"> a) polycentric b) geocentric c) regio centric d) ethnocentric
	Ans : b) geocentric
25.	<p>Cross- cultural human resource management brings _____ enhancement between people.</p> <ul style="list-style-type: none"> a) job b) pay c) trust d) skill
	Ans : c) trust
26.	<p>Changing _____ is the main reason for the emergence of diversity.</p> <ul style="list-style-type: none"> a) jobs b) politics c) demographics d) trade relations

	Ans: c) demographics
27.	<p>Cultural _____ is being aware that both cultural differences as well as cultural similarities exist between people.</p> <p>a) diversity b) variety c) sensitivity d) convergence</p>
	Ans : c) sensitivity
28.	<p>_____ Occurs when multiple cultures become more like one another through exposure to traditions, idea's and languages.</p> <p>a) Repatriation b) Comparative HRM c) Cultural Convergence d) Expatriation</p>
	Ans: c) Cultural Convergence
29.	<p>International _____ involves activities like providing pre-departure training, medical care, providing housing.</p> <p>a) Relocation b) logistics c) selection d) hiring</p>
	Ans : a) Relocation
30.	<p>In _____ approach, MNC treats each subsidiary as a distinct entity with some decision making autonomy.</p> <p>a) polycentric b) ethnocentric c) Regio centric d) Geocentric</p>
	Ans: a) polycentric
31.	<p>If the US multinational IBM employs British citizens in its British operations , these British employees are called as _____</p> <p>a) HCN b) PCN c) TCN d) DCN</p>
	Ans : a) HCN
32.	<p>If the US multinational IBM sends US citizens to Asia Pacific Countries an assignment, US citizens are called as</p> <p>a) PCN b) TCN c) HCN d) DCN</p>
	Ans: a) PCN
33.	<p>Key management positions are held by parent country nationals in _____ Approach.</p>

	a) Regiocentric b) Ethnocentric c) Geocentric d) Polycentric
	Ans: b) Ethnocentric
	Unit 2 HRM-GP
1	<p>_____ is defined as ‘the ability to function effectively in another culture’</p> a) intellectual competence b) adaptability c) diplomacy d) sustainability
	Ans :- b) intellectual competence
2	<p>The _____ is the foundation block for international compensation whether the employee is a PCN or TCN.</p> incentives fringe benefits base salary DA
	Ans :- c) base salary
3	<p>A third approach to international compensation called _____ has begun to emerge, particularly in the Asia Pacific Region.</p> a) balance sheet b) Going Rate c) Local Plus d) Incremental
	Ans :- c) Local Plus
4	<p>The going rate approach is also referred to as the _____ .</p> Market Rate Approach Balance Sheet Approach Build-Up Approach Local Plus Approach
	Ans :- a) Market Rate Approach
5	<p>Market rate approach is a term referred to for _____</p> a) Build-Up Approach b) Incremental Approach c) Going Rate Approach d) Local Plus Approach
	Ans :- c) Going Rate Approach
6	<p>A labour market is the relationship of communication between the suppliers and the organizations which demand _____</p> a) goods

	b) labour c) money d) material
	Ans :- b) labour
7	_____ Refers to international labour pool of workers. national workforce global workforce regional workforce territory workforce
	Ans :- b) global workforce
8	_____ is recruiting all management executives, who are highly skilled and resourceful. a) job hunting b) place hunting c) head hunting d) region hunting
	Ans :- c) head hunting
9	Companies and recruitment agents have moved much of their recruitment process _____ so as to improve the speed. a) offline b) offshore c) onshore d) online
	Ans :- d) online
10	It should be noted that selection is the _____ process between individual and organization. a) one-way b) two-way c) three-way d) four-way
	Ans :- b) two-way
11	Multinational companies indeed place heavy reliance on relevant _____ skills during expatriate selection process. a) negotiation b) persuasion c) technical d) social
	Ans :- c) technical
12	International firms are usually required to demonstrate that a _____ is not available before the host government will issue the necessary work permit. a) PCN b) TCN c) HCN d) SCN

	Ans :- c) HCN
13	_____ factors often have an influence on selection decisions. a) motivational b) situational c) regional d) local
	Ans :- b) situational
14	Difference in _____ are recognized as a major barriers to effective cross cultural communication. a) language b) customs c) costumes d) food
	Ans :- a) language
15	The compensation policy must give due consideration to _____ and ease of administration. a) inequity b) equity c) economy d) market
	Ans :- b) equity
16	_____ is most common system used by MNC's. a) Going Rate b) balance sheet c) Local Plus d) Incremental
	Ans :- b) balance sheet
17	_____ may be defined as financial remuneration that the employees receive in exchange of their labour. rewards compensation motivation promotion
	Ans :- b) compensation
18	The employee expect a foreign assignment will offer opportunities for _____ Advancement through income/ savings. a) political b) position c) financial d) social
	Ans :- c) financial
19	Training is normally viewed as a _____ term educational process. a) medium b) long

	c) short d) simple
	Ans :- c) short
20	_____ is about acquisition of knowledge, skills and ability. Hiring training preparation reading
	Ans :- b) training
21	Development is viewed as _____ term learning process. a) long b) medium c) short d) stable
	Ans :- a) long
22	_____ Training refreshes the employee. a) revision b) new c) refresher d) motivational
	Ans :- c) refresher
23	Trained employees generate higher _____ level productivity errors stability
	Ans :- b) productivity
24	Performance management of _____ is obviously more difficult than in the case of domestic managers. a) locals b) expatriate c) senior staff d) factory staff
	Ans :- b) expatriate
25	_____ goals between the parents companies are a common problem within international joint venture. a) similar b) conflicting c) rigid d) flexible
	Ans :- b) conflicting
26	_____ identify the physical / psychological characteristics of a person. a) results

	b) traits c) soft skill d) goals
	Ans :- b) traits
27	Motivation is derived from the word _____ which means inner drive. a) moto b) motif c) motive d) motto
	Ans :- c) motive
28	Managers have to work as _____ of their subordinates. a) subordinators b) capacitors c) facilitators d) motivators
	Ans :- d) motivators
29	_____ Factors including those factors which are in terms of money. a) non-monetary b) monetary c) social d) physical
	Ans :- b) monetary
30	Good working environment will always motivate a person to work hard and also will reduce _____ turnover. a) money b) profit c) labour d) sales
	Ans :- c) labour
31	Companies reward their employees with both _____ goods, as well as appreciation. a) tangible b) intangible c) inferior d) superior
	Ans :- a) tangible
32	Ticket to a popular spot event is a _____ reward. a) monetary b) non-monetary c) security d) familiar
	Ans :- a) monetary
33	There can be variation in compensation between expatriate of the same nationality in different location in _____ approach.

	a) incremental b) local plus c) going rate d) balance sheet
	Ans :- c) going rate
	Unit 3
1	<p>_____ are also known as headquarters national.</p> Parent country nationals Third country nationals Host country nationals Two-country nationals
	Ans :- a) Parent country nationals
2	<p>_____ is a person whose nationality is same as that of the country in which the company is operating.</p> a) Parent country nationals b) Third country nationals c) Host country nationals d) Two-country nationals
	Ans :- c) Host country national
3	<p>Some firms may call _____ as 'international assignees'</p> a) Repatriates b) Expatriates c) Executive d) Manager
	Ans :- b) Expatriates
4	<p>_____ are the people who travel internationally but do not relocate.</p> non- expatriates expatriates repatriates due- patriates
	Ans :- a) non- expatriates
5	<p>_____ is the phase in the repatriation process involves coping with reverse culture shock and career demand.</p> a) Relocation b) transition c) transformation d) readjustment
	Ans :- d) readjustment
6	<p>Expatriates have two major motivations for accepting international assignment, namely career advancement and _____</p> a) stress buster b) leisure tips

	c) rewards d) financial gains
	Ans :- d) Financial gains
7	An _____ is a person temporarily/ permanently residing as an immigrant, in a country other than that of his/ her citizenship. a) compatriot b) expatriate c) syndicate d) repatriate
	Ans :- b) expatriate
8	_____ employ expatriates as a form of a management control of their subsidiaries. a) MSME's b) MNC's c) SME d) SMC's
	Ans :- b) MNC's
9	_____ expatriates serve as the means through which strategic control of the subsidiary is accomplished. a) stable b) knowledgeable c) rigid d) social
	Ans :- b) knowledgeable
10	The greatest disadvantage of using expatriates is the possibility of expatriate _____ a) failure b) success c) breakdown d) speed over
	Ans :- a) failure
11	When the nationality of employee is neither that of headquarters nor the local subsidiary, they are called as _____ TCN HCN PCN SCN
	Ans :- a) TCN
12	Adaption to host country may take a long time for _____ a) RCN b) HCN c) PCN d) SCN
	Ans :- c) PCN
13	Family adjustment problems, especially concerning the unemployed partners of _____

	managers may be a limitation of PCN SCN HCN MCN
	Ans :- a) PCN
14	_____ are usually less expensive to maintain than PCN. a) PCN b) SCN c) TCN d) MCN
	Ans :- c) TCN
15	Reasons for hiring _____ is because many countries require MNC's to hire local talent as part of opening their markets to MNC's. a) PCNs b) HCNs c) TCNs d) MCNs
	Ans :- b) HCNs
16	Familiarity with the culture, knowledge of language, less expensive are the major reasons to hire _____. a) TCNs b) PCNs c) HCNs d) SCNs
	Ans :- c) HCNs
17	International assignments enables a firm to complete in _____. Markets by developing organizational capabilities. local seasonal global variable
	Ans :- c) global
18	The world expatriates comes from the _____ terms ex (out-of) and patria (country, fatherland). a) Spanish b) German c) French d) Latin
	Ans :- d) Latin
19	If target company has limited local talent pool then companies hire _____. pre-patriates expatriates executives managers

	Ans :- b) expatriates
20	Misunderstanding of the _____ situation in the host country can even lead to the ban of company in host country. a) social b) cultural c) political d) technological
	Ans :- c) political
21	The case of aged parent, especially parent's _____ condition is a family issue many expatriates face & reject international assignment. a) wealth b) health c) house d) local
	Ans :- b) health
22	Expatriate act as an agent of control, where the primary role is that ensuring compliance through _____ supervision. a) indirect b) direct c) top down d) upscale
	Ans :- b) direct
23	Duration of the international assignment has an impact on the person's ability to develop _____. a) networks b) personality c) culture d) production
	Ans :- a) networks
24	Expatriates are called as _____ because they can collect host country information, can influence agents in host country. a) boundary spanners b) developers c) restrictors d) go- getters
	Ans :- a) boundary spanners
25	Many MNC's operate through language standardization or a common corporate language, usually _____. a) Spanish b) German c) English d) French
	Ans :- c) English
26	If sales-staff are visiting internationally to attend trade fairs on specific foreign operations they are called as _____. a) expatriates

	b) repatriates c) non- expatriates d) foreign executives
	Ans :- c) non- expatriates
27	_____ is the expert's interest in learning new culture, environment and job. a) intelligence b) emotional stability c) curiosity d) agreeableness
	Ans :- c) curiosity
28	_____ is expatriate's willingness to try new ways of doing things. a) flexibility b) extroversion c) intelligence d) emotional stability
	Ans :- a) flexibility
29	The expat must have _____ to deal with frustration, stress and anxiety. a) intelligence b) emotional stability c) agreeableness d) flexibility
	Ans :- b) emotional stability
30	_____ is the capability of entering into conversation with strangers. a) agreeableness b) extroversion c) flexibility d) curiosity
	Ans :- b) extroversion
31	Preparation, physical relocation, transition and readjustment are the phases of _____ process. a) ex-patriation b) de-patriation c) re-patriation d) due-patriation
	Ans :- c) re-patriation
	Unit 4 HRM- GP
1	India has emerged as a key _____ destination over the past decade and a half. a) on-shoring b) off-shoring c) tourist d) global
	Ans :- b) off-shoring

2	Off-shoring is the _____ of a business process from one country to another. a) allocation b) selection c) relocation d) addition
	Ans :- c) relocation
3	Companies usually off-shore manufacturing or services to _____ countries. a) developing b) developed c) under-developed d) European
	Ans :- a) developing
4	Companies do not need to _____ in order to off-shore. a) cut cost b) hike price c) outsource d) select
	Ans :- c) outsource
5	Business sometimes shifts jobs overseas to lower _____ cost. a) fixed b) marketing c) overhead d) material
	Ans :- c) overhead
6	Business ethics may be defined as a set of _____ standards which people owning and managing business are expected to follow. legal moral social cultural
	Ans :- b) moral
7	Education system in _____ lays a heavy emphasis on technical and apprentice training. a) India b) Korea c) Germany d) Bangladesh
	Ans :- c) Germany
8	The _____ values of society define the meaning and reason of business and how it is organized. a) cultural b) social c) legal d) financial

	Ans :- a) cultural
9	_____ are codes that are adopted singularly by companies. a) model codes b) company codes c) trade association codes d) inter- government codes
	Ans :- a) company codes
10	Corruption is an _____ problem that requires international solutions. a) national b) political c) international d) individual
	Ans :- c) international
11	With the advance of _____ communication is definitely made easy. post forums internet Ethernet
	Ans :- c) internet
12	Companies represent their organizational structure by the way of diagram called _____ Chart. Pie Fixed Organizational Variable
	Ans :- c) organizational
13	_____ Structure forgoes the hierarchical approach of the traditional organization structure. Mechanical Physical Virtual Organized
	Ans :- c) virtual
14	In virtual organization jobs are variable and of _____ term. a) long b) short c) medium d) due
	Ans :- b) short
15	International HRM places greater emphasis on a number of responsibilities such as relocation, orientation and _____ services to help employee. a) food b) postal c) repairing d) translation

	Ans :- d) translation
16	The biggest criticism of off-shoring is that it increases the level of _____ of the local economy. a) unemployment b) management c) stability d) instability
	Ans :- a) unemployment
17	Whenever one is sharing and transmitting data to another party, there is always a risk of _____ breach. a) security b) level c) communication d) financial
	Ans :- a) security
18	Business ethics examines ethical principles and morals on ethical problem that arise in a _____ environment a) political b) legal c) business d) social
	Ans :- c) business
19	Project leaders must realize importance of _____ planning and goal setting. a) dual b) single c) collaborative d) distance
	Ans :- c) collaborative
20	Recognition and _____ scheme will encourage project team to perform their individual task efficiently. Dual Reward Deal Target
	Ans :- b) reward
21	MNC'S use _____ types of strategies for transfer of HR practices across different nation. a) four b) five c) three d) two
	Ans :- c) three
22	In _____ strategy, MNC's use same HR policies & practices of parent company. a) polycentric

	b) geocentric d) regiocentric c) ethnocentric
	Ans :- c) ethnocentric
23	In _____ strategy, MNC's use host nation's policies & practices. a) polycentric b) geocentric d) regiocentric c) ethnocentric
	Ans :- a) polycentric
24	In _____ strategy, MNC's use those practices which are most effective and efficient. a) geocentric b) polycentric d) regiocentric c) ethnocentric
	Ans:- a) geocentric
25	The correct _____ strategy keeps employee moral high and motivates other in the organization to accept foreign assignment. a) marketing b) communication c) compensation d) legal
	Ans :- c) compensation
26	Industrial relation is a multidisciplinary field that studies the _____ Relationship. a) customer b) employment c) suppliers d) dealers
	Ans :- b) employment
27	Industrial relation play an important role in determination of _____ cost. labour production training material
	Ans :- a) labour
28	The merger and acquisition process usually consist of pre M&A, _____ Integration, implementation phase. a) planning b) due- diligence c) training d) takeover phase
	Ans :- b) due- diligence