

**SEM VI HRM IN GLOBAL PERSPECTIVE MOCK PAPER**

QUESTION TEXT	OPTION_a	OPTION_b	OPTION_c	OPTION_d	CORRECT OPTION	Solution
1. The scope of international human resource management (IHRM) does not include_____.	A).staff recruitment	B).staff development	C).compensation	D).Miscommunication	D).	Miscommunication
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	A).	reflect an international view
3. Tax _____ is by far the more common taxation policy used by multinationals.	A).Equalization	B).Restriction	C).Education	D).Inequity	A).	Equalization
4. Companies usually offshore manufacturing or services to _____ countries.	A).developing	B).developed	C).under-developed	D).European	A).	developing
5. Higher level of international _____ is key to challenging the global dominance of large MNCs.	A).Coordination	B).Monetary revolution	C).Subordination	D).None of these	A).	Coordination
6. The first contribution to cross cultural management research was done in the early _____.	A).2000	B).1960	C).1950	D).1980	B).	1960
7. The staffing policy in which all key management positions are filled by home country nationals is termed:	A).polycentric	B).ethnocentric	C).Geocentric	D).Multicentric	B).	ethnocentric
8. Frank, direct feedback is not a part of many _____ cultures.	A).African	B).Asian	C).Australian	D).South America	B).	Asian
9. _____ factors often have an influence on selection decisions.	A).motivational	B).situational	C).regional	D).local	B).	situational

10. The balance sheet approach provides \_\_\_\_\_ between foreign assignments and between expatriates of the same nationality. A).Inequity B).Equity C).Economy D).Partial B). Equity
11. Businesses sometimes shift jobs overseas to lower \_\_\_\_\_ costs. A).fixed B).marketing C).overhead D).material C). overhead
12. Allowances, Based Salary and Foreign Service premium are part of the A).Training B).Recruitment C).Selection D).Salary & Benefits D). Salary & Benefits
13. The Balance sheet approach is also known as \_\_\_\_\_ approach A).Local Plus B).Coming rate C).Going Rate D).Build up D). Build up
14. Proper \_\_\_\_\_ practices are crucial in determining labour costs, firm productivity, profits and sustaining competitive advantage within the firm. A).Coordination B).Motivators C).Labour Cost D).Industrial relations D). Industrial relations
15. \_\_\_\_\_ intensity transfer tools focus on individuals. A).Low B).Modern C).Latest D).Medium D). Medium
16. \_\_\_\_\_ are values that are universally accepted all over the world. A).Moral B).Social C).Global D).Psychological C). Global
17. Repatriation is a part of \_\_\_\_\_ process. A).Transition B).Transfer C).Expatriation D).Adjustment C). Expatriation
18. Position or a title also motivates an employee as it resembles \_\_\_\_\_ and a leader. A).power B).order C).obedience D).dedication A). power
19. If the employee is citizen of India, working in us and employed by the company whose headquarters are in Japan then employee is classified as : A).Third country national B).Third World employee C).Expatriates D).Host Country nationals B). Third World employees
20. The word 'Expatriates' comes from \_\_\_\_\_. A).French B).American C).Japanese D).Latin D). Latin