

Part	sub/obj	Marks	Question	Answer Option 1	Answer Option 2	Answer Option 3	Answer Option 4	Correct Answer(A/B)	CO (any one)	Bloom's Taxonomy Level (any One most relevant only)
A	obj	1	What is Vande Bharat Mission Scheme 2020	rescuing expats	rescuing repatriate	both(a) and (b)	None of the above	A	CO1	L1, L2
A	obj	1	HCN stands for	The employee's nationality is the same as the location of the subsidiary	The employee's nationality is different as the location of the subsidiary.	The employee's nationality is the same as the organization's	None of the above	A	CO1	L1, L2
A	obj	1	Which country is leading on the digital employee experience 2020	USA	UK	INDIA	FRANCE	C	CO1	L1, L2
A	obj	1	An International HR Manager needs	To be aware of differences in values and beliefs across nations	To be aware of differences in styles and dressing across nations	To ignore differences in values and beliefs across nations	None of the above	A	CO1	L1, L2
A	obj	1	A major difference between International HRM and Domestic HRM is the	increased complexities such as currency fluctuations, foreign HR policies and practices, and differing labour laws	number of employees covered by the HR policies	ease with which employees adjust to new cultures	development of effective cross-boarder management styles	A	CO1	L1, L2
A	obj	1	The country where the headquarters of a multinational company is located is known as	home country	host country	third country	None of the above	A	CO1	L1, L2
A	obj	1	When an international firm follows a strategy of choosing only from the nationals of the parent country, it is called	polycentric approach	geocentric approach	ethnocentric approach	None of the above	C	CO1	L1, L2

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A	obj	1	When the firms choose a strategy of recruiting the most suitable persons for the positions available in the firm, irrespective of their nationalities, it is called	polycentric approach	geocentric approach	ethnocentric approach	None of the above	B	CO1	L1, L2
A	obj	1	Which of the following factors is not related directly to the success of expatriate assignments?	the personality of expatriate employees	the intentions of expatriate employees	the incapability of the spouse to adjust to the new situation	the nature of products produced by the company	D	CO1	L1, L2
A	obj	1	When the firms adopt a strategy of limiting recruitment to the nationalities of the host country where the branch is located, it is called	polycentric approach	geocentric approach	ethnocentric approach	None of the above	A	CO1	L1, L2
A	obj	1	When an organisation enters the international training and development area, the HR manager needs to	be sensitive to local customs and expectations	identify costs of developing cross-boarded programs	develop programs that focus on enhancing technical skills and knowledge	ensure that training and development programs are clearly linked to compensation management	A	CO1	L1, L2
A	obj	1	Which of the following was not suggested by "Stone" as a suitable criteria for the evaluation of expatriate performance	technical skills	language proficiency	work performed	personality variables	B	CO1	L1, L2
A	obj	1	Factors creating the global marketplace include all of the following except	lowering of costs of doing business globally	privatisation and globalisation of government services	growth in domestic businesses	satellites and computer technology	C	CO1	L1, L2
A	obj	1	HRM as practised by multinational organisations is called	Global HRM	personnel management practices	Domestic HRM	International HRM	D	CO1	L1, L2
A	obj	1	The key questions to be asked when developing an international HRM policy is	who is going to coordinate the HRM functions?	what type of organisation is desired?	how can cross-boarder training be designed?	when should the HR manager begin developing HR policies?	B	CO1	L1, L2
A	obj	1	To be effective in the international environment HRM policies must	reflect an international view	focus on domestic issues	accommodate differences in management styles	effectively transplant HRM policies and practices from the home country to all other offices	A	CO1	L1, L2

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A	obj	1	Treating employees as precious human resources is the basis of the approach.	Hard HRM	Soft HRM	Medium HRM	None of the above	B	CO1	L1, L2
A	obj	1	The Harvard Model was formulated by	Kirk Patrick	Dave Ulrich	Beer et al	Devanna	C	CO1	L1, L2
A	obj	1	Who have defined IHRM as being the discipline in infancy?	Laurent	Lancy	Hofstede	Hatvany	A	CO1	L1, L2
A	obj	1	Which is not the component of IHRM?	Global HRM	Comparative	Cross-Cultural	IHRM	A	CO1	L1, L2
A	obj	1	Foreign enterprises in China face HR challenges in all of the following areas except	Recruitment and Selection	Performance Management	Compensation Benefits	HRP	D	CO1	L1, L2
A	obj	1	Managing international resources in the global context is indeed _____ process.	simple	lengthy	smooth	complex	D	CO1	L1, L2
A	obj	1	IHRM involves _____ of the right people at the right positions, irrespective of geographic locations.	selection	employment	rejection	all of these	B	CO1	L1, L2
A	obj	1	_____ is associated with global strategy implementation among 5 key areas in significance of IHRM in International Business.	Challenge	Commitment	Competence	Compensation	C	CO1	L1, L2
A	obj	1	employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing and allocation of resources.	System	Organization	Management	Recruitment	B	CO1	L1, L2
A	obj	1	Tendency of _____ company in case of MNC's to have some work culture in an overseas company.	Host	Parent	Both	None	B	CO1	L1, L2
A	obj	1	PCN stands for	People Country Nation	Port Country Nation	Post Country Nation	Parent Country Nation	D	CO1	L1, L2
A	obj	1	The Guest Model does not include	Quality	Commitment	Flexibility	Communication	D	CO1	L1, L2
A	obj	1	Someone who lives and works in a foreign country is a(n)☐	expatriate	holiday maker	international jet-setter	immigrant	A	CO1	L1, L2

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A	obj	1	Identify the wrong statement, Human resources can add value when	It extends help to employees in reaching their goals	It offers market competitive compensation	It adopts proactive HR practices	It can create a line of sight for human resources with all the state holder of organizations	D	CO1	L1, L2
A	obj	1	What is the major problem with the theorizing of strategic IHRM?	It becomes obsolete very quickly as change occurs so fast	It is biased towards western ideas	It tends to offer a highly idealised perspective on strategy formulation	It fails to incorporate conflict	C	CO1	L1, L2
A	obj	1	When implementing industrial relations practices overseas an Australian head office should ensure coordination so that	policies are the same as in Australia	practices adhere to and reinforce strategic HRM philosophies and policies and are in harmony with the desired corporate culture	all employees belong to key trade unions in the industry	concessions are made in each country so that operations can run smoothly	B	CO1	L1, L2
A	obj	1	Chinese enterprises rely heavily on which method of selection	Personal Testing	Assessment Centres	Interviews	Psychological Testing	C	CO1	L1, L2
A	obj	1	A situation where an employee is guaranteed a job for their entire working life is known as	lifelong employment	organisational loyalty	employee commitment	job security	A	CO1	L1, L2
A	obj	1	IHRM investigates	All type of HR practices	HR practices in cross cultural context	HR practices in context of a single organisation	All	B	CO1	L1, L2
A	obj	1	Outsourcing in IHRM is generally looked down to	Lack of contractor insight into clients strategy and culture	Unavailability of appropriate contractor	Fear of not having standard HR practices	Not having enough knowledge	A	CO1	L1, L2
A	obj	1	Optimizing an HR practice means	Adopting the same HR practice across all locations	Adopting different HR practice across all locations	Adopting a mix of best practices that seem to be the most effective	All	C	CO1	L1, L2
A	obj	1	The Michigan model is also known as	Hard Model of HRM	Matching Model	Soft Model of HRM	None	B	CO1	L1, L2
A	obj	1	The 5P's model of HRM does not include	Procedures	Policies	Practices	Philosophy	A	CO1	L1, L2

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A	obj	1	Organisations that do not adopt a strategic HRM approach and a global vision	develop effective two-way communication	are virtually guaranteed to fail	find it easier to implement traditional HRM activities	have much more flexibility in responding to environmental changes	B	CO1	L1, L2