

SET	TYPE	MARKS	QUESTION	CO	PI	Bloom's Level	Accessible For	ANSWER-ONE	ANSWER-ONE-STATUS	ANSWER-TWO	ANSWER-TWO-STATUS	ANSWER-THREE	ANSWER-THREE-STATUS	ANSWER-FOUR	ANSWER-FOUR-STATUS	ANSWER-FIVE	ANSWER-FIVE-STATUS	ANSWER-SIX
A	SINGLE-CORRECT	1	What is Vande Bharat Mission Scheme 2020	CO1		Remember, Understand	My Institute	rescuing expats	Correct	rescuing repatriate	Incorrect	both( a ) and (b)	Incorrect	None of the above	Incorrect			
A	SINGLE-CORRECT	1	HCN stands for	CO1		Remember, Understand	My Institute	The employee's nationality is the same as the location of the subsidiary	Correct	The employee's nationality is the different as the location of the subsidiary.	Incorrect	The employee's nationality is the same as the organization's	Incorrect	None of the above	Incorrect			
A	SINGLE-CORRECT	1	Which country is leading on the digital employee experience 2020	CO1		Remember, Understand	My Institute	USA	Incorrect	UK	Incorrect	INDIA	Correct	FRANCE	Incorrect			
A	SINGLE-CORRECT	1	An International HR Manager needs	CO1		Remember, Understand	My Institute	To be aware of differences in values and beliefs across nations	Correct	To be aware of differences in styles and dressing across nations	Incorrect	To ignore differences in values and beliefs across nations	Incorrect	None of the above	Incorrect			

A	SINGLE-CORRECT	1 A major difference between International HRM and Domestic HRM is the	CO1	Remember, Understand	My Institute	increased complexities such as currency fluctuations, foreign HR policies and practices, and differing labour laws	Correct	number of employees covered by the HR policies	Incorrect	ease with which employees adjust to new cultures	Incorrect	development of effective cross-boarder management styles	Incorrect
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A	SINGLE-CORRECT	1 The country where the headquarters of a multinational company is located is known as	CO1	Remember, Understand	My Institute	home country	Correct	host country	Incorrect	third country	Incorrect	None of the above	Incorrect
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A	SINGLE-CORRECT	1 When an international firm follows a strategy of choosing only from the nationals of the parent country, it is called	CO1	Remember, Understand	My Institute	polycentric approach	Incorrect	geocentric approach	Incorrect	ethnocentric approach	Correct	None of the above	Incorrect
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A	SINGLE-CORRECT	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	CO1	Remember, Understand	My Institute	polycentric approach	Incorrect	geocentric approach	Correct	ethnocentric approach	Incorrect	None of the above	Incorrect
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A	SINGLE-CORRECT	1 Which of the following factors is not related directly to the success of expatriate assignments?	CO1	Remember, Understand	My Institute	the personality of expatriate employees	Incorrect	the intentions of expatriate employees	Incorrect	the incapability of the spouse to adjust to the new situation	Incorrect	the nature of products produced by the company	Correct
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A	SINGLE-CORRECT	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	CO1	Remember, Understand	My Institute	polycentric approach	Correct	geocentric approach	Incorrect	ethnocentric approach	Incorrect	None of the above	Incorrect
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A	SINGLE-CORRECT	1 When an organisation enters the international training and development area, the HR manager needs to	CO1	Remember, Understand	My Institute	be sensitive to local customs and expectations	Correct	identify costs of developing cross-boarded programs	Incorrect	develop programs that focus on enhancing technical skills and knowledge	Incorrect	ensure that training and development programs are clearly linked to compensation management	Incorrect
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A	SINGLE-CORRECT	1 Which of the following was not suggested by Stone as a suitable criteria for the evaluation of expatriate performance	CO1	Remember, Understand	My Institute	technical skills	Incorrect	language proficiency	Correct	work performed	Incorrect	personality variables	Incorrect
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A	SINGLE-CORRECT	1 Factors creating the global marketplace include all of the following except	CO1	Remember, Understand	My Institute	lowering of costs of doing business globally	Incorrect	privatisation and globalisation of government services	Incorrect	growth in domestic businesses	Correct	satellites and computer technology	Incorrect
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A	SINGLE-CORRECT	1 HRM as practised by multinational organisations is called	CO1	Remember, Understand	My Institute	Global HRM	Incorrect	personnel management practices	Incorrect	Domestic HRM	Incorrect	International HRM	Correct
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A	SINGLE-CORRECT	1 The key questions to be asked when developing an international HRM policy is	CO1	Remember, Understand	My Institute	who is going to coordinate the HRM functions?	Incorrect	what type of organisation is desired?	Correct	how can cross-boarder training be designed?	Incorrect	when should the HR manager begin developing HR policies?	Incorrect
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A	SINGLE-CORRECT	1 To be effective in the international environment HRM policies must	CO1	Remember, Understand	My Institute	reflect an international view	Correct	focus on domestic issues	Incorrect	accommodate differences in management styles	Incorrect	effectively transplant HRM policies and practices from the home country to all other offices	Incorrect
A	SINGLE-CORRECT	1 Treating employees as precious human resources is the basis of the approach.	CO1	Remember, Understand	My Institute	Hard HRM	Incorrect	Soft HRM	Correct	Medium HRM	Incorrect	None of the above	Incorrect
A	SINGLE-CORRECT	1 The Harvard Model was formulated by	CO1	Remember, Understand	My Institute	Kirk Patrick	Incorrect	Dave Ulrick	Incorrect	Beer at al	Correct	Devanna	Incorrect
A	SINGLE-CORRECT	1 Who have defined IHRM as being the discipline in infancy?	CO1	Remember, Understand	My Institute	Laurent	Correct	Lancy	Incorrect	Hofstede	Incorrect	Hatvany	Incorrect
A	SINGLE-CORRECT	1 Which is not the component of IHRM?	CO1	Remember, Understand	My Institute	Global HRM	Correct	Comparative	Incorrect	Cross-Cultural	Incorrect	IHRM	Incorrect

A	SINGLE-CORRECT	1 Foreign enterprises in China face HR challenges in all of the following areas except	CO1	Remember, Understand	My Institute	Recruitment and Selection	Incorrect	Performance Management	Incorrect	Compensation Benefits	Incorrect	HRP	Correct
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A	SINGLE-CORRECT	1 Managing international resources in the global context is indeed _____ process.	CO1	Remember, Understand	My Institute	simple	Incorrect	lengthy	Incorrect	smooth	Incorrect	complex	Correct
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A	SINGLE-CORRECT	1 IHRM involves _____ of the right people at the right positions, irrespective of geographic locations.	CO1	Remember, Understand	My Institute	selection	Incorrect	employment	Correct	rejection	Incorrect	all of these	Incorrect
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A	SINGLE-CORRECT	1 _____ is associated with global strategy implementation among 5 key areas in significance of IHRM in International Business.	CO1	Remember, Understand	My Institute	Challenge	Incorrect	Commitment	Incorrect	Competence	Correct	Compensation	Incorrect
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A	SINGLE-CORRECT	1 employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing and allocation of resources.	CO1	Remember, Understand	My Institute	System	Incorrect	Organization	Correct	Management	Incorrect	Recruitment	Incorrect
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A	SINGLE-CORRECT	1 Tendency of _____ company in case of MNC's to have some work culture in an overseas company.	CO1	Remember, Understand	My Institute	Host	Incorrect	Parent	Correct	Both	Incorrect	None	Incorrect
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A	SINGLE-CORRECT	1 PCN stands for	CO1	Remember, Understand	My Institute	People Country Nation	Incorrect	Port Country Nation	Incorrect	Post Country Nation	Incorrect	Parent Country Nation	Correct
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A	SINGLE-CORRECT	1 The Guest Model does not include	CO1	Remember, Understand	My Institute	Quality	Incorrect	Commitment	Incorrect	Flexibility	Incorrect	Communication	Correct
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A	SINGLE-CORRECT	1 Someone who lives and works in a foreign country is a(n)	CO1	Remember, Understand	My Institute	expatriate	Correct	holiday maker	Incorrect	international jet-setter	Incorrect	immigrant	Incorrect
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A	SINGLE-CORRECT	1 Identify the wrong statement, Human resources can add value when	CO1	Remember, Understand	My Institute	It extends help to employees in reaching their goals	Incorrect	It offers market competitive compensation	Incorrect	It adopts proactive HR practices	Incorrect	It can create a line of sight for human resources with all the state holder of organizations	Correct
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A	SINGLE-CORRECT	1 What is the major problem with the theorizing of strategic IHRM?	CO1	Remember, Understand	My Institute	It becomes obsolete very quickly as change occurs so fast	Incorrect	It is biased towards western ideas	Incorrect	It tends to offer a highly idealised perspective on strategy formulation	Correct	It fails to incorporate conflict	Incorrect
A	SINGLE-CORRECT	1 When implementing industrial relations practices overseas an Australian head office should ensure coordination so that	CO1	Remember, Understand	My Institute	policies are the same as in Australia	Incorrect	practices adhere to and reinforce strategic HRM philosophies and policies and are in harmony with the desired corporate culture	Correct	all employees belong to key trade unions in the industry	Incorrect	concessions are made in each country so that operations can run smoothly	Incorrect
A	SINGLE-CORRECT	1 Chinese enterprises rely heavily on which method of selection	CO1	Remember, Understand	My Institute	Personal Testing	Incorrect	Assessment Centres	Incorrect	Interviews	Correct	Psychological Testing	Incorrect
A	SINGLE-CORRECT	1 A situation where an employee is guaranteed a job for their entire working life is known as	CO1	Remember, Understand	My Institute	lifelong employment	Correct	organisational loyalty	Incorrect	employee commitment	Incorrect	job security	Incorrect

A	SINGLE-CORRECT	1 IHRM investigates	CO1	Remember, Understand	My Institute	All type of HR practices	Incorrect	HR practices in cross cultural context	Correct	HR practices in context of a single organisation	Incorrect	All	Incorrect
A	SINGLE-CORRECT	1 Outsourcing in IHRM is generally looked down to	CO1	Remember, Understand	My Institute	Lack of contractor insight into clients strategy and culture	Correct	Unavailability of appropriate contractor	Incorrect	Fear of not having standard HR practices	Incorrect	Not having enough knowledge	Incorrect
A	SINGLE-CORRECT	1 Optimizing an HR practice means	CO1	Remember, Understand	My Institute	Adopting the same HR practice across all locations	Incorrect	Adopting different HR practice across all locations	Incorrect	Adopting a mix of best practices that seem to be the most effective	Correct	All	Incorrect
A	SINGLE-CORRECT	1 The Michigan model is also known as	CO1	Remember, Understand	My Institute	Hard Model of HRM	Incorrect	Matching Model	Correct	Soft Model of HRM	Incorrect	None	Incorrect
A	SINGLE-CORRECT	1 The 5P's model of HRM does not include	CO1	Remember, Understand	My Institute	Procedures	Correct	Policies	Incorrect	Practices	Incorrect	Philosophy	Incorrect
A	SINGLE-CORRECT	1 Organisations that do not adopt a strategic HRM approach and a global vision	CO1	Remember, Understand	My Institute	develop effective two-way communication	Incorrect	are virtually guaranteed to fail	Correct	find it easier to implement traditional HRM activities	Incorrect	have much more flexibility in responding to environmental changes	Incorrect

ANSWER-  
SIX-  
STATUS