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**POST GRADUATE DIPLOMA IN MANAGEMENT (2024-26)**  
**MID TERM QUIZ EXAMINATION (TERM -V)**

Subject Name: International Human Resource Management  
Sub. Code: PGH53

Time: 30.00 Min  
Max Marks: 20

**Note:**

- 1. Writing anything except Roll Number on Quiz paper will be deemed as an act of indulging in unfair means and action shall be taken as per rules.**
- 2. There is no negative marking for wrong answers.**
- 3. Tick marks the correct answer.**

Attempt all questions. All questions are compulsory.

**40×0.5 = 20 Marks**

- 1. Factors creating the global marketplace include all of the following except**
  - (a) lowering of costs of doing business globally
  - (b) privatisation and globalisation of government services
  - (c) growth in domestic businesses
  - (d) satellites and computer technology

**ANS C growth in domestic businesses**

- 2. Someone who lives and works in a foreign country is a(n)**
  - (a) expatriate
  - (b) holiday maker
  - (c) international jet-setter
  - (d) immigrant

**ANS A expatriate**

- 3. A major difference between International HRM and Domestic HRM is the**
  - (a) increased complexities such as currency fluctuations, foreign HR policies and practices, and differing labour laws
  - (b) number of employees covered by the HR policies
  - (c) ease with which employees adjust to new cultures
  - (d) development of effective cross-boarder management styles

**ANS A increased complexities such as currency fluctuations, foreign HR policies and practices, and differing labour laws**

- 4. HRM as practised by multinational organisations is called**
  - (a) global HRM
  - (b) personnel management practices
  - (c) domestic HRM
  - (d) international HRM

**ANS D international HRM**

5. **The key questions to be asked when developing an international HRM policy is**

- (a) who is going to coordinate the HRM functions?
- (b) what type of organisation is desired?
- (c) how can cross-boarder training be designed?
- (d) when should the HR manager begin developing HR policies?

**ANS B what type of organisation is desired?**

6. **To be effective in the international environment HRM policies must**

- (a) reflect an international view
- (b) focus on domestic issues
- (c) accommodate differences in management styles
- (d) effectively transplant HRM policies and practices from the home country to all other offices

**ANS A reflect an international view**

7. **Organisations that do not adopt a strategic HRM approach and a global vision**

- (a) develop effective two-way communication
- (b) are virtually guaranteed to fail
- (c) find it easier to implement traditional HRM activities
- (d) have much more flexibility in responding to environmental changes

**ANS B are virtually guaranteed to fail**

8. **When a person from one culture communicates with a person from another culture they are engaging in**

- (a) cross-cultural communication
- (b) two-way communication
- (c) multi-focus communication
- (d) verbal communication

**ANS A cross-cultural communication**

9. **Cultures where non-verbal communications and indirect language are used to transfer meaning are described as**

- (a) low-context cultures
- (b) medium-context cultures
- (c) context cultures
- (d) high-context cultures

**ANS D high-context cultures**

10. **What are the three components of IHRM**

- (a) comparative HRM, IHRM ,Cross-cultural management

- (b) acquiring, allocating, utilising workforce
- (c) Both (a) and (b)
- (d) None of the above

**ANS A comparative HRM, IHRM ,Cross-cultural management**

**11. Cultures where verbal communications are explicit and direct are**

- (a) low-context cultures
- (b) medium-context cultures
- (c) context cultures
- (d) high-context cultures

**ANS A low-context cultures**

**12. The Japanese have a high-context culture, and therefore prefer to communicate**

- (a) by fax
- (b) by email
- (c) face to face
- (d) both (a) and (b)

**ANS C face to face**

**13. IHRM investigates**

- (a) All type of HR Practices
- (b) HR Practices in cross cultural context
- (c) HR Practices in context of a single organisation
- (d) All of the above

**ANS B HR Practices in cross cultural context**

**14. An International HR Manager needs**

- (a) To be aware of differences in values and beliefs across nations
- (b) To be aware of differences in styles and dressing across nations
- (c) To ignore differences in values and beliefs across nations
- (d) None of the above

**ANS A To be aware of differences in values and beliefs across nations**

**15. In the year 2025, Which country top the Happiness Index in the world were listed as**

- (a) Finland, Denmark and Sweden
- (b) Australia, the United Kingdom and Japan
- (c) Nigeria, Indonesia and Yugoslavia
- (d) United States, Korea and India

**ANS C Finland, Denmark and Sweden**

**16. HCN stands for**

- (a) The employee's nationality is the same as the location of the subsidiary
- (b) The employee's nationality is the different as the location of the subsidiary.
- (c) The employee's nationality is the same as the organization's
- (d) None of the above

**ANS A The employee's nationality is the same as the location of the subsidiary**

**17. It has been recommended that companies take the following steps to ensure that their responses to different cultural environments are appropriate and ethical,**

- (a) develop a clearly articulated set of core values as the basis for global policies and decision making
- (b) train employees to ask questions that will help them to make business decisions that are both culturally sensitive and flexible within the context of those core values
- (c) balance the need for policy with the need for flexibility or imagination
- (d) instruct managers to offer no inducements or incentives to win support for business developments

**ANS B train employees to ask questions that will help them to make business decisions that are both culturally sensitive and flexible within the context of those core values**

**18. Which country is leading on the digital employee experience 2020**

- (a) UK
- (b) USA
- (c) INDIA
- (d) FRANCE

**ANS C India**

**19. The 5P's model of HRM does not include**

- (a) Procedures
- (b) Policies
- (c) Practices
- (d) Philosophy

**ANS A Procedures**

**20. The Michigan model is also known as**

- (a) Hard Model
- (b) Matching Model
- (c) Soft Model
- (d) None

**ANS B Matching Model**

**21. Chinese enterprises rely heavily on which method of selection**

- (a) personality testing
- (b) assessment centres
- (c) interviews
- (d) psychological testing

**ANS C interviews**

**22. In cultures that emphasise hierarchy and status employees expect the overriding style of their managers to be**

- (a) participative
- (b) egalitarian
- (c) consultative
- (d) autocratic

**ANS D autocratic**

**23. Employees in countries such as Australia and the United States, expect to have a much greater say in decision making and more autonomy in their work.**

- (a) low power distance
- (b) high power distance
- (c) equality of status
- (d) cooperative work environments

**ANS A low power distance**

**24. In high power distance countries such as China and Korea employees expect**

- (a) to have a say in all decision making
- (b) their managers to make the decisions and tell them what to do
- (c) to be asked their opinion about changes to work processes
- (d) managers to delegate a great deal of the decision making responsibility to their subordinates

**ANS B their managers to make the decisions and tell them what to do**

**25. Equal opportunity laws are**

- (a) rigidly enforced in all countries
- (b) an attempt to monitor the organisation's treatment of job applicants
- (c) the product of society's social values
- (d) both (a) and (b)

**ANS C the product of society's social values**

**26. HR issues that will require adaptation to fit different cultures includes**

- (a) training and development
- (b) performance appraisal
- (c) compensation
- (d) job analysis

**ANS D job analysis**

**27. Foreign enterprises in China face HR challenges in all of the following areas except**

- (a) recruitment and selection
- (b) performance appraisals
- (c) compensation and benefits
- (d) human resource planning

**ANS D human resource planning**

**28. Which of the following was not suggested by Stone as a suitable criteria for the evaluation of expatriate performance**

- (a) technical skills
- (b) language proficiency
- (c) work performed
- (d) personality variables

**ANS B language proficiency**

**29. What is Vande Bharat Mission Scheme 2020**

- (a) rescuing expats
- (b) rescuing repatriate
- (c) both( a ) and (b)
- (d) None of the above

**ANS A rescuing expats**

**30. PCN stands for**

- (a) People country Nation
- (b) Port Country Nation
- (c) both( a ) and (b)
- (d) Parent Country Nation

**ANS D Parent Country Nation**

**31. The Harvard Model was formulated by**

- (a) Henry Fayol
- (b) Kirk Patrick
- (c) Beer et al
- (d) Hofstede

**ANS C Beer et al**

**32. What is the major problem with the theorizing of strategic IHRM?**

- (a) It becomes obsolete very quickly as change occurs so fast
- (b) It is biased towards western ideas
- (c) It tends to offer a highly idealised perspective on strategy formulation
- (d) It fails to incorporate conflict

**ANS C It tends to offer a highly idealised perspective on strategy formulation**

**33. When an international firm follows a strategy of choosing only from the nationals of the parent country, it is called**

- (a) Polycentric
- (b) Ethnocentric
- (c) Geocentric
- (d) Regioneocentric

**ANC B Ethnocentric**

**34. Which of the following factors is not related directly to the success of expatriate assignments?**

- (a) the personality of expatriate employees
- (b) the intentions of expatriate employees
- (c) the incapability of the spouse to adjust to the new situation
- (d) the nature of products produced by the company

**ANC D the nature of products produced by the company**

**35. Who have defined IHRM as being the discipline in infancy?**

- (a) Laurent
- (b) Lancy
- (c) Hofstede
- (d) Peter Drucker

**ANS A Laurent**

**36. Which country has passed strict laws to prevent hate crimes in February 2025?**

- (a) Nepal
- (b) Germany
- (c) Australia
- (d) France

**ANS C Australia**

**37. What is the name of the scheme that allows young Indian professionals to live and work in the UK for up to 2 years?**

- (a) India-UK Work Exchange Program
- (b) UK-India Young Professionals Scheme
- (c) British Indian Talent Initiative
- (d) UK-India Skilled Migration Program

**ANS B UK-India Young Professionals Scheme**

**38. Which country has launched “Operation Devil Hunt” in February 2025?**

- (a) Bangladesh
- (b) Sri Lanka
- (c) India
- (d) Myanmar

**ANS A Bangladesh**

**39. Which country has launched the Green Transition Alliance India (GTAI) initiative in February 2025?**

- (A) Peru
- (B) Denmark
- (C) Russia
- (D) Chile

**ANS B Denmark**

**40. Drivers of international business include**

- (a) market expansion
- (b) cost reduction
- (c) technological advances
- (d) All of the above

**ANS D All of the above**

### **Mapping of Questions with Course Learning Outcome**

<b>Question Number</b>	<b>COs</b>	<b>Bloom's taxonomy level</b>	<b>Marks Allocated</b>
1	CO-1	L-1, L-2	0.5
2	CO-1	L-1, L-2	0.5
3	CO-1	L-1, L-2	0.5
4	CO-1	L-1, L-2	0.5
5	CO-1	L-1, L-2	0.5

6	CO-1	L-1, L-2	0.5
7	CO-1	L-1, L-2	0.5
8	CO-1	L-1, L-2	0.5
9	CO-1	L-1, L-2	0.5
10	CO-1	L-1, L-2	0.5
11	CO-1	L-1, L-2	0.5
12	CO-1	L-1, L-2	0.5
13	CO-1	L-1, L-2	0.5
14	CO-1	L-1, L-2	0.5
15	CO-1	L-1, L-2	0.5
16	CO-1	L-1, L-2	0.5
17	CO-1	L-1, L-2	0.5
18	CO-1	L-1, L-2	0.5
19	CO-1	L-1, L-2	0.5
20	CO-1	L-1, L-2	0.5
21	CO-2	L3	0.5
22	CO-2	L3	0.5
23	CO-2	L3	0.5
24	CO-2	L3	0.5
25	CO-2	L3	0.5
26	CO-2	L3	0.5
27	CO-2	L3	0.5
28	CO-2	L3	0.5
29	CO-2	L3	0.5
30	CO-2	L3	0.5
31	CO-2	L3	0.5
32	CO-2	L3	0.5
33	CO-2	L3	0.5
34	CO-2	L3	0.5
35	CO-2	L3	0.5

36	<b>CO-2</b>	<b>L3</b>	<b>0.5</b>
37	<b>CO-2</b>	<b>L3</b>	<b>0.5</b>
38	<b>CO-2</b>	<b>L3</b>	<b>0.5</b>
39	<b>CO-2</b>	<b>L3</b>	<b>0.5</b>
40	<b>CO-2</b>	<b>L3</b>	<b>0.5</b>

**Note:** Font: Times New Roman, Font size: 12.