

315- International HR

1) What is a key perspective in global workforce management?

1. Local workforce optimization
2. Regional market analysis
3. Global market context
4. National labor regulations

Answer: 3. Global market context

2) What are the concepts of Host Country Nationals (HCNs), Parent Country Nationals (PCNs), and Third Country Nationals (TCNs) in International Business?

1. HCNs represent the home country workforce, PCNs represent the host country workforce, and TCNs represent third-party contractors.
2. HCNs represent the host country workforce, PCNs represent the home country workforce, and TCNs represent third-party contractors.
3. HCNs represent third-party contractors, PCNs represent the home country workforce, and TCNs represent the host country workforce.
4. HCNs represent the host country workforce, PCNs represent the third-party contractors, and TCNs represent the home country workforce.

Answer: 2. HCNs represent the host country workforce, PCNs represent the home country workforce, and TCNs represent third-party contractors.

3) What are the changes and challenges in the global labor market influenced by globalization and technological advancement?

1. Decreased workforce mobility
2. Increased labor force homogeneity
3. Greater reliance on domestic talent
4. Rapid changes in workforce demographics and migration patterns

Answer: 4. Rapid changes in workforce demographics and migration patterns

4) What is offshore sourcing in global workforce management?

1. Outsourcing HR functions to offshore locations
2. Offshore drilling for talent
3. Offshore banking for employee compensation
4. None of the above

Answer: 1. Outsourcing HR functions to offshore locations

5) What is the strategic role of training and development in the global marketplace?

1. Enhancing employee benefits
2. Improving work-life balance
3. Facilitating knowledge transfer and skill development
4. None of the above

Answer: 3. Facilitating knowledge transfer and skill development

6) What are the major models of national culture?

1. Individualism vs. Collectivism, Power Distance, Uncertainty Avoidance
2. Performance vs. Quality, Innovation, Efficiency
3. Hierarchical vs. Flat Structure, Centralization, Decentralization

4. None of the above

Answer: 1. Individualism vs. Collectivism, Power Distance, Uncertainty Avoidance

7) What does the paradigm shift in international Human Resource Management from contingency model to process development entail?

1. Shifting focus from reactive to proactive HR practices
2. Emphasizing cultural assimilation over diversity
3. Prioritizing local HR policies over global standards
4. None of the above

Answer: 1. Shifting focus from reactive to proactive HR practices

8) How does understanding culture contribute to successful multinational corporations?

1. Facilitates effective communication and collaboration
2. Improves employee morale and job satisfaction
3. Enhances organizational performance and competitiveness
4. All of the above

Answer: 4. All of the above

9) What is the role of external environment scanning in global human resource planning?

1. Identifying internal strengths and weaknesses
2. Analyzing market trends and competitor strategies
3. Forecasting workforce demand and supply
4. All of the above

Answer: 2. Analyzing market trends and competitor strategies

10) What are the general actors affecting global staffing?

1. Government regulations and policies
2. Economic conditions and market trends
3. Socio-cultural factors and labor market dynamics
4. All of the above

Answer: 4. All of the above

11) What is the purpose of global selection of human resources?

1. Matching individual competencies with job requirements
2. Ensuring diversity and inclusion in the workforce
3. Promoting internal mobility and career development
4. All of the above

Answer: 1. Matching individual competencies with job requirements

12) How does job design contribute to meeting global strategic work demand?

1. By optimizing task allocation and resource utilization
2. By standardizing job roles across different regions
3. By minimizing employee turnover and absenteeism
4. None of the above

Answer: 1. By optimizing task allocation and resource utilization

13) What is the strategic role of training and development in the global marketplace?

1. Enhancing employee benefits
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3. Facilitating knowledge transfer and skill development
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Answer: 3. Facilitating knowledge transfer and skill development

14) What is the purpose of managing international assignments in HRM?

1. To provide cultural exposure to employees
2. To enhance global leadership capabilities
3. To facilitate knowledge transfer and cross-border collaboration
4. All of the above

Answer: 4. All of the above

15) What are the fundamental principles for guiding global training and development?

1. Standardization and uniformity across regions
2. Adaptation to local cultural norms and preferences
3. Focus on technical skills over soft skills
4. None of the above

Answer: 2. Adaptation to local cultural norms and preferences

16) What is the significance of expatriate preparation in international HRM?

1. To ensure compliance with local labor laws and regulations
2. To facilitate cultural adaptation and adjustment
3. To minimize cross-cultural conflicts and misunderstandings
4. All of the above

Answer: 4. All of the above

17) What are the important considerations for global performance management?

1. Alignment with organizational goals and objectives
2. Cultural sensitivity and diversity awareness
3. Use of technology for remote performance monitoring
4. All of the above

Answer: 4. All of the above

18) How is compensation managed on a global scale?

1. By standardizing pay structures across regions
2. By adjusting compensation based on cost of living differences
3. By offering additional benefits and incentives for expatriates
4. All of the above

Answer: 4. All of the above

19) What are the key challenges in global employee relations?

1. Language barriers and communication breakdowns
2. Cultural differences and diversity management
3. Legal and regulatory compliance across borders
4. All of the above

Answer: 4. All of the above

20) How do multinational corporations and unions influence global employee relations?

1. By advocating for standardized labor policies and practices
2. By negotiating collective bargaining agreements
3. By promoting cross-cultural understanding and cooperation
4. All of the above

Answer: 4. All of the above