SET A

BBA LLB
SIXTH SEMESTER
HUMAN RESOURCE MANAGEMENT
BBLB – 602

[USE OMR FOR OBJECTIVE PART]

Duration: 3 hrs. **Full Marks:70**

(Objective)

Time: 30 min. **Marks: 20**

Choose the correct answer from the following: ***1×20=20***

1. What is the primary purpose of a reward system in an organization?
   a. To ensure employee compliance with company rules
   b. To attract and retain employees with the required competence, knowledge, and skills
   c. To reduce employee turnover by providing monetary compensation
   d. To penalize employees who do not meet expectations
2. What is one way IHRM helps in managing cultural risks?
   a. By restricting employees from different cultures from working together
   b. By ensuring only local employees are hired
   c. By enabling people from different parts of the world to work under the same roof
   d. By avoiding international business expansion
3. How can HR managers support cross-cultural communication in international firms?
   a. By enforcing a uniform communication style
   b. By providing training on cultural awareness, active and effective communication
   c. By discouraging interactions between employeesfrom different cultures
   d. By hiring employees from similar cultural backgrounds
4. How can HR managers develop a global mindset to manage cultural differences?
   a. By enforcing uniform HR policies across all countries
   b. By conducting research and engaging in intercultural experiences
   c. By limiting employee interactions with different cultures
   d. By avoiding adaptation to local cultural norms
5. Why do companies send employees to foreign countries as expatriates?
   a. To provide them with a vacation opportunity
   b. To expand global operations and manage international business
   c. To replace local employees in foreign branches
   d. To avoid hiring new employees abroad
6. Which of the following is a challenge in expatriate management?
   a. Cultural adaptation and language barriers
   b. Easy relocation with no difficulties
   c. Lack of career growth for expatriates
   d. No need for training and support

7. Which of the following best describes the Japanese system of seniority-based pay?
   a. Pay is based solely on individual job performance
   b. Workers receive a salary increase every year, regardless of performance
   c. Pay increases are determined based on market value and competition
   d. Salary is decided through collective bargaining between employers and employees

8. In terms of organizational culture, what does the Japanese system prioritize?
   a. Personal achievement and competition among employees
   b. Teamwork and discouraging competition among employees
   c. Maximizing individual performance at the cost of collaboration
   d. Strong hierarchical structures with minimal employee interaction

9. Who are inpatriates in a multinational company?
   a. Employees who are sent from a parent company to work in a foreign subsidiary
   b. Employees who are brought from a foreign country to work in a domestic company
   c. Employees who work remotely from any location across the globe
   d. Employees who manage teams in multiple countries

10. Global nomads are typically involved in which type of projects?
   a. Projects that require long-term relocation to one specific country
   b. Projects involving only senior management roles
   c. Projects that require them to work in multiple countries or regions
   d. Projects focusing solely on domestic markets

11. What is cross-cultural training (CCT)?
   a. Training employees on how to managelocal offices
   b. Training employees to handle culturaldifferences in international work environments
   c. Training employees on product knowledge
   d. Training employees for corporate leadershiproles

12. What does the ethnocentric staffing approach mean?
   a. Hiring employees from the host countryin foreign branches
   b. Hiring employees from the parent countryin foreign branches
   c. Hiring employees from various countries formanagement positions
   d. Hiring only local citizens for all formanagement roles

13. What is the primary goal of E-HRM (Electronic Human Resource Management)?
   a. To streamline administrative tasks and improve HR efficiency using technology
   b. To replace all HR staff with automated systems
   c. To create paperless work environments only
   d. To increase manual tasks in the HR department

14. What is international staffing?
   a. The process of hiring employees only for local operations
   b. The process of selecting employeesfor overseas assignments or global roles
   c. A method of training employees for promotions
   d. The process of managing internal office staff

15. What is the primary objective of the Balance Sheet Approach in international compensation?
    a. To maintain the same standard of living forexpatriates as they had in their home country.
    b. To ensure expatriates are paid based on local market conditions.
    c. To determine compensation packages based on global salary scales
    d. To standardize compensation for all employees across the world

16. Which of the following is a key challenge faced during the repatriation process?
    a. Ensuring that expatriates adapt to the newculture before their departure
    b. Managing the reverse culture shockand reintegration into the home country
    c. Providing incentives to expatriates beforethey leave for an overseas assignment
    d. Ensuring that expatriates are paidhigher than local employees

17. Which of the following reward system practices is common in UK public sector organizations?
    a. Profit-sharing based on company performance
    b. Performance-related bonuses for civil servants
    c. High stock option grants
    d. Extensive employee benefits, including pension plans and flexible working conditions

18. In the Global Market Approach, how is the compensation determined for employees?
    a. Based on the salary structure of the host country
    b. According to the salary norms of the expatriate's home country
    c. Using the same compensation scale regardless of the home or host country
    d. Based on a hybrid mix of home-country and host-country compensation standards

19. Which of the following is an example of intrinsic rewards?
    a. Monetary bonuses
    b. Recognition and praise
    c. Stock options
    d. Health benefits

20. Which of the following is a potential challenge of implementing E-HRM?
    a. Increased paper usage
    b. Resistance from employees who are not tech-savvy
    c. Higher levels of physical interaction in the workplace
    d. Decreased data security risks

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Descriptive

Time : 2 hrs. 30 min. **Marks : 50**

[Answer question no.1 & any four (4) from the rest]

1. What are the reasons of Repatriation Failure? State the steps that can be taken to manage repatriation failure. **5+5=10**

2. What are the different types of international employees, and how do their roles vary in multinational organizations? **5+5=10**

3. Define e-HRM. Explain its nature. **5+5=10**

4. What are the approaches to International Recruitment? Explain any three in detail. **10**

5. Explain the components of International Compensation in detail. **10**

6. What is International Human Resource Management (IHRM)? State its objective **5+5=10**

7. Discuss any three approaches of International Compensation. (Host based, Balance Sheet approach, Home Country Approach etc.) **10**

8. Explain the process of designing effective Cross-Cultural Training Programs phase-wise. **10**

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