

## Multiple Choice Questions

### Chapter 1

Please select the answer that is most correct.

- 1) What is a feature of globalization?
- a) Increasing interconnectedness
  - b) Absence of borders and barriers to trade
  - c) Increasing global competitiveness
  - d) All of the above

**Answer: d)**

- 2) Which is NOT a key force influencing IHRM?
- a) Technology
  - b) Elements
  - c) Culture
  - d) Economics

**Answer: b)**

- 3) What makes culture particularly difficult to manage?
- a) It influences laws
  - b) Time differences
  - c) It is invisible
  - d) Convergence

**Answer: c)**

- 4) Organizations respond to environmental context through configurations of:
- a) People, processes and structures
  - b) Physical evidence, people, processes
  - c) Processes, places, managers
  - d) Structures, migrants, strategy

**Answer: a)**

- 5) Which are NOT international assignees?
- a) Migrants
  - b) Expatriates
  - c) Host country national
  - d) Third country nationals

**Answer: a)**

- 6) In what era did HRM's role primarily involve labor relations?
- a) Internationalization
  - b) Financial crisis
  - c) Globalization

d) Industrialization

**Answer: d)**

7) What is NOT a feature of domestic HRM?

- a) International assignees
- b) Diversity
- c) Political and legal forces
- d) Risk

**Answer: a)**

8) What is NOT a key challenge for IHRM?

- a) Environmental complexity
- b) Recruiting talent globally
- c) Fulfilling many strategic roles
- d) Exchange rates

**Answer: d)**

9) What is NOT a feature of the political and legal environment?

- a) Government intervention
- b) Communication technology
- c) Laws
- d) Civil liberties

**Answer: b)**

10) In which country was 'scientific management' introduced?

- a) England
- b) Germany
- c) United States
- d) China

**Answer: c)**

11) What has global technology NOT lead to?

- a) Greater access to information
- b) National boundaries
- c) Automation of administration
- d) Increased outsourcing

**Answer: b)**

12) What is NOT a current economic trend?

- a) Worldwide movement of capital
- b) Increased trade in services
- c) Foreign direct investment to Asia
- d) Divergence of cultures

**Answer: d)**

13) What is an example of cultural divergence?

- a) Standardized products

Thomas and Lazarova, *Essentials of International Human Resource Management*: Instructor Resource

- b) Mass marketing campaigns
- c) Cultures blending together
- d) Different menus in international McDonalds

**Answer: d)**

14) What is NOT a role of current HRM?

- a) Recruitment
- b) Training
- c) Performance management
- d) Line management

**Answer d)**

15) During the era of internationalization, what was the main tool to incentivize employees to work overseas?

- a) International experience
- b) Promotion
- c) Adventure
- d) Financial

**Answer: d)**