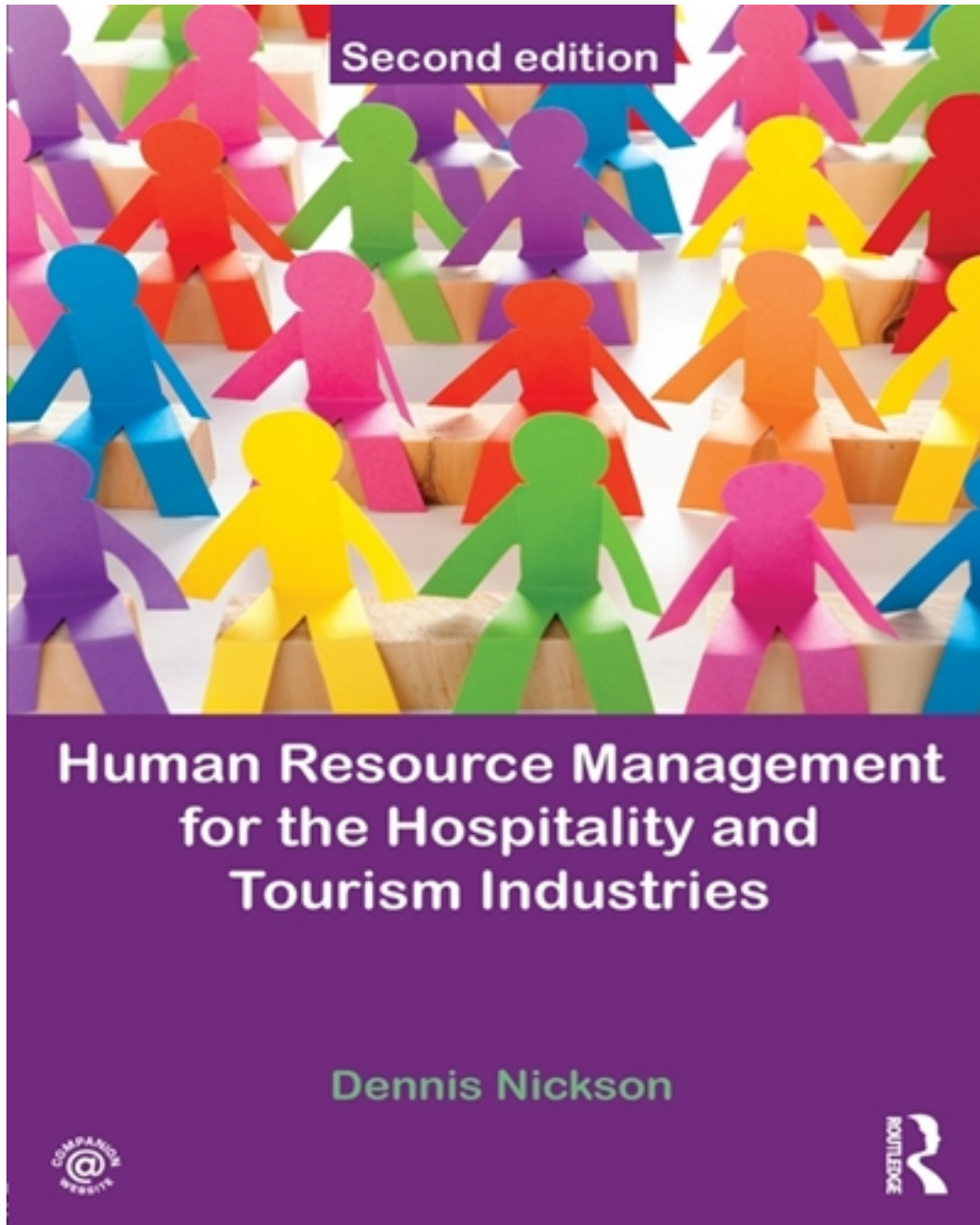


Test Bank for Human Resource Management for Hospitality Tourism and Events 2nd Edition by Nickson

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Test Bank

1 What does MNC stand for?

- (A) Multi-nation company
- (B) Multinational conglomerate
- (C) Multilevel company
- (D) Multinational company

Answer: (D) Multinational company

2 Which of the following are elements of Perlmutter's (1969) EPG-profile?

- (A) Perrycentric
- (B) Globalcentric
- (C) Ethnocentric
- (D) None of the above

Answer: (C) Ethnocentric

3 A geocentric human resource approach is characterised by?

- (A) Reliance on home-country managers
- (B) Cross-cultural teams
- (C) A globally oriented organizational culture
- (D) Recruitment based on nationality rather than ability

Answer: (B) Cross-cultural teams
(C) A globally oriented organizational culture

4 The rationale for using expatriate managers will encompass which of the following?

- (A) Solving staffing problems in a particular location
- (B) As a means to transfer organizational culture
- (C) Encouraging management development
- (D) All of the above

Answer: (D) All of the above

5 Ferner's (1997) work on the country-of-origin effect in MNCs suggests that?

- (A) Nationality of ownership is a significant determinant of MNC behaviour
- (B) Country-of-origin has little effect on approaches to managing people
- (C) There can be no 'stateless' organizations
- (D) MNCs' HR strategies can only be explained by their country of origin

Answer: (A) Nationality of ownership is a significant determinant of MNC behaviour

(C) There can be no 'stateless' organizations

6 What does HCN stand for?

- (A) Home-country nation
- (B) Host country national
- (C) Host country nationalsim
- (D) Home country national

Answer: (B) Host country national

7 Convergence theory is characterised by?

- (A) Best practice HRM
- (B) Culture-bound HR practices
- (C) Distinctive and different in ways of doing business
- (D) Successful national business regimes

Answer: (A) Best practice HRM
(D) Successful national business regimes

8 Hofstede's dimensions of culture include?

- (A) Unitarism
- (B) Power distance
- (C) Collectivism
- (D) Distant power

Answer: (B) Power distance
(C) Collectivism

9 What does Hofstede mean by the concept of 'individualism'?

- (A) The extent to which members are willing to accept an unequal distribution of power, wealth, and privilege
- (B) The degree to which individuals are required to act independently
- (C) A concern with dominant values such as success and money
- (D) The manner in which individuals have learned to cope with uncertainty

Answer: (C) A concern with dominant values such as success and money

10 The institutionalist perspective highlights the importance of?

- (A) Industrial relations systems
- (B) Non-verbal communication
- (C) National culture

(D) None of the above

Answer: (A) Industrial relations systems