

# Multiple choice questions on hiring and managing employees assignment

[Business](#), [Management](#)



## Chapter 17 Hiring and Managing Employees MULTIPLE CHOICE QUESTIONS

50. Which of these is the process of staffing a company and ensuring that employees are as productive as possible? a. Staffing policy b. Human resource management c. Recruitment d. Human resource planning
51. International human resource management differs from human resource management in a domestic setting in which of these ways? a. Managing compensation b. Accommodating expatriates c. Providing training and development d. All of the above
52. Citizens of one country who are living and working in another are called \_\_\_\_\_. a. locals b. expatriates c. host country nationals d. immigrants
53. The customary means by which a company staffs its offices is called its \_\_\_\_\_. a. human resource policy b. recruitment policy c. staffing policy d. selection policy
54. Which of these is NOT an approach to staffing international business operations? a. Ethnocentric b. Polycentric c. Regiocentric d. Geocentric
55. Individuals from the home country manage operations outside the home country in which kind of staffing? a. Ethnocentric b. Polycentric c. Regiocentric d. Geocentric
56. Which of the following statements is false? a. Ethnocentric staffing appeals to companies that want to maintain tight control over decision making in branch offices abroad. b. Ethnocentric companies formulate policies designed to work in every country in which they operate. c. Ethnocentrism is usually pursued at all levels of an organization. d. When a company uses ethnocentric staffing, individuals from the home country manage operations abroad.
57. An ethnocentric staffing policy is most appropriate for \_\_\_\_\_. a. top-level management positions b. mid-level management positions c. lower-level management positions d. all

management levels 8. Which of these appeals to companies wanting tight control over decision making in branch offices abroad? a. Ethnocentric b. Polycentric c. Regiocentric d. Geocentric 59. Firms pursue ethnocentric staffing for all the following reasons EXCEPT \_\_\_\_\_. a. to re-create local operations in the image of home-country operations b. when locally qualified people are not available c. to eliminate of the high cost of relocating expatriate managers and families d. when they want managers sent from home to look out for the company's interests 60. An ethnocentric staffing strategy \_\_\_\_\_. a. an facilitate the transfer of special knowledge b. is a fairly cheap policy to implement c. allows a company to "blend in" with the local market d. none of the above 61. Which of these is a drawback of ethnocentric staffing? a. Expensive to relocate managers b. Potentially losing control of the host-country operations c. Potentially losing control of the home-country operations d. Re-location of local operations in the image of home-country operations 62. Operations outside the home country are managed by individuals from the host country in \_\_\_\_\_ staffing. a. geocentric b. regiocentric . ethnocentric d. polycentric 63. Companies that want to give national units a degree of autonomy in decision making could choose a(n) \_\_\_\_\_ staffing policy. a. geocentric b. regiocentric c. ethnocentric d. polycentric 64. Companies can implement polycentric staffing for \_\_\_\_\_. a. top- and mid-level managers b. lower-level staff c. nonmanagerial workers d. all of the above 65. An important advantage of polycentric staffing is it \_\_\_\_\_. a. re-creates local operations in the image of home-country operations b. eliminates the high cost of relocating expatriate managers and families c. elps a company develop global

managers who can adjust easily to any business environment d. sends managers from home who will look out for the company's interests 66. The major drawback of polycentric staffing is the potential to \_\_\_\_\_. a. lose control of host-country operations b. incur great expense c. create barriers for the host-country office d. lose control of home-country operations 67. The best-qualified individuals, regardless of nationality, manage operations outside the home country in which kind of staffing? a. Regiocentric b. Geocentric c. Ethnocentric d. Polycentric 68.

Which of these is an advantage of geocentric staffing? a. Re-creates local operations in the image of home-country operations b. Eliminates the high cost of relocating expatriate managers and families c. Helps a company develop global managers who can adjust easily to any business environment d. Sends managers from home who will look out for the company's interests 69. A geocentric staffing policy is generally reserved for \_\_\_\_\_. a. top-level management b. mid-level management c. lower-level management d. all levels of management 70. The major disadvantage of a geocentric staffing policy is its \_\_\_\_\_. a. potential for losing control of the host-country operations b. expense c. potential for creating barriers for the host-country office d. potential for losing control of the home-country operations 71. The process of forecasting both a company's human resource needs and supply is called \_\_\_\_\_. a. human resource planning b. recruitment c. human resource management d. selection 72. Human resource planning involves collecting data on every employee including their \_\_\_\_\_. a. educational background b. special job skills c. language skills d. all of the above 73.

Which of these is the first phase of human resource planning? a. Develop a plan to recruit and select people to fill vacant and anticipated positions. b. Estimate the company's future human resource needs. c. Take an inventory of a company's current human resources. d. Promote people to higher and lateral levels. 74. The \_\_\_\_\_ of human resource planning involves estimating the company's future human resource needs. a. first phase b. second phase c. third phase d. fourth phase 75. Developing a plan for recruiting and selecting people to fill vacant and anticipated new positions is the \_\_\_\_\_ phase of human resource planning. . first b. second c. third d. fourth 76. The third phase of human resource planning involves which of these? a. Develop a plan to recruit and select people to fill vacant and anticipated positions. b. Estimate the company's future HR needs. c. Take an inventory of a company's current human resources. d. Promote people to higher and lateral levels. 77. The process of reducing a firm's workforce is called \_\_\_\_\_. a. selection b. decruitment c. staffing d. recruitment 78. Which of these is the process of identifying and attracting a qualified pool of applicants for vacant positions? a.

Human resource management b. Recruitment c. Planning d. Selection 79.

Companies recruit from \_\_\_\_\_ to fill their international positions. a. current employees b. recent college grads c. local talent d. all of the above 80.

Recruiting recent college graduates who have come from other countries to attend college in the firm's home country is a particularly common practice among companies in \_\_\_\_\_. a. the United States b. Germany c. Japan d.

South Korea 81. When government contacts are important, firms might

choose to hire \_\_\_\_\_. a. home-country managers b. local managerial talent  
. recent college graduates d. third-country expatriates 82. Hiring which of  
these is common when cultural understanding is a key job requirement? a.  
Recent college graduates b. Home-country managers c. Local managers d.  
Current employees 83. Companies typically recruit \_\_\_\_\_ for  
nonmanagerial positions. a. in the home country b. on college campuses in  
the home country c. at job fairs in highly productive emerging markets d.  
locally 84. The process of screening and hiring the best-qualified applicants  
with the greatest performance potential is called \_\_\_\_\_. . human resource  
planning b. recruitment c. human resource management d. selection 85.  
Which of these is the most common reason for the failure of expatriate  
managers? a. Technical skills deficiency of the manager b. Inability of a  
family member to adapt to a new culture c. Lack of appropriate inducements  
for the manager d. Language deficiency 86. The early return by an employee  
from an international assignment because of inadequate job performance is  
called \_\_\_\_\_. a. culture shock b. decruitment c. reverse culture shock d.  
expatriate failure 87.

A psychological process affecting people living abroad and characterized by  
homesickness, irritability, confusion, aggravation, and depression is called  
\_\_\_\_\_. a. reverse culture shock b. decruitment c. culture shock d.  
sensitivity training 88. When the emotions of a visitor to another culture hit  
bottom, and recovery begins, the individual is probably in the \_\_\_\_\_ stage  
of the culture shock process. a. first b. second c. third d. fourth 89. An  
expatriate who has adapted well and is successful in his/her job assignment

is probably in the \_\_\_\_\_ stage of the culture shock process. . first b. second c. third d. fourth 90. When an individual is annoyed by unpredictable quirks of the local culture and begins mocking the locals and regarding his/her own culture as superior, the individual is probably in the \_\_\_\_\_ stage of the culture shock cycle. a. first b. second c. third d. fourth 91. In the honeymoon stage of culture shock, \_\_\_\_\_. a. new arrivals are fascinated by local sights, pleasant hospitality, and interesting habits b. unpredictable quirks of the culture become annoying c. emotions hit rock bottom d. visitors better understand local customs and behavior and appreciate them 92. During stage 3 of culture shock, \_\_\_\_\_. a. new arrivals are fascinated by local sights, pleasant hospitality, and interesting habits b. unpredictable quirks of the culture become annoying c. emotions hit rock bottom d. visitors better understand local customs and behavior and appreciate them 93. If a new arrival is fascinated by local sights, pleasant hospitality, and interesting habits in a new country, the individual is probably in the \_\_\_\_\_ stage of the culture shock cycle. . first b. second c. third d. fourth 94. The psychological process of readapting to one's home culture is called \_\_\_\_\_. a. culture shock b. reverse recruitment c. reverse culture shock d. expatriate failure 95. Which of these constitutes the most basic level of training in preparing managers for international assignments? a. Environmental area briefings b. Language training c. Cultural assimilation d. Field experience 96. An expatriate who wants to gain information on local housing, health care, transportation, schools, and climate should participate in \_\_\_\_\_. a. ultural orientations b. environmental area briefings c. field experience d. sensitivity training 97. Which of these offer insight into political, legal, economic, and

social institutions? a. Language training b. Field experience c. Sensitivity training d. Cultural orientation 98. Which of these properly orders cultural training from least advanced to most advanced? a. Environmental briefing, language training, cultural orientations b. Cultural orientation, field experience, language training c. Cultural assimilation, sensitivity training, language training d.

Sensitivity training, cultural assimilation, field experience 99. A culture's values, attitudes, manners, and customs are conveyed in \_\_\_\_\_. a. environmental briefings b. language training c. cultural assimilation d. field experience 100. Which of these teaches people to be considerate and understanding of other people's feelings and emotions? a. Cultural orientation b. Sensitivity training c. Environmental briefings d. Guerilla linguistics 101. In cultural training, which of these gets a trainee "under the skin" of local people? a. Cultural orientation b. Sensitivity training . Environmental briefings d. Guerilla linguistics 102. In cultural training, which of these gets a trainee "into the mind" of local people? a. Sensitivity training b. Cultural assimilation c. Language training d. Environmental briefings 103. Which of these is an excellent source for constructing a cultural profile? a. Background Notes b. Country Studies Area Handbooks c. Culturgrams d. All of the above 104. The most common inducement that companies offer managers to accept international postings is \_\_\_\_\_. a. a promotion b. a financial bonus c. a vacation d. free housing 105.

When managers are asked to go into a particularly unstable country or one with a very low standard of living, they often receive \_\_\_\_\_. a. hardship



pay b. special promotion pay c. free housing d. expatriate compensation

106. The positive or negative conditions of relations between a company's management and its workers is called \_\_\_\_\_. a. union-management

relations b. labor-management relations c. workforce relations d. human

resources relations 107. Under a plan called \_\_\_\_\_, German workers have

a direct say in the strategies and policies of their employers. a. strategic

direction b. joint strategy c. codetermination d. worker input