

N-2181

COURSE CODE

205842

**ONLINE PROGRAMME EXAMINATIONS**  
**M.B.A. DEGREE EXAMINATION, DECEMBER 2025**  
**Second Year - Fourth Semester**  
**M.B.A. (GENERAL)**  
**GLOBAL HUMAN RESOURCE MANAGEMENT**  
**(CBCS - 2020 onwards)**

Time : 2 Hours

Maximum : 75 Marks

PART - A

(33 X 1 = 33)

Answer **all** the questions.

1. Among the following approaches, \_\_\_\_\_ involves hiring host-country nationals to manage subsidiaries while parent-country nationals occupy key positions at headquarters.
 

(a) Polycentric approach	(b) Geocentric approach
(c) Regiocentric approach	(d) Ethnocentric approach
  
2. Which of the following is a key difference between domestic and international HRM?
 

(a) Recruitment of skilled employees	(b) Payroll processing
(c) Managing expatriate employees and cross-cultural issues	(d) Performance appraisals
  
3. The term \_\_\_\_\_ has been defined as the premature return of an expatriate.
 

(a) repatriate	(b) inpatriate
(c) expatriate failure	(d) non-expatriates
  
4. What is the term used when an employee leaves the organization without informing, resigning, or following any formal exit process?
 

(a) Termination	(b) Voluntary exit
(c) Resignation	(d) Absconding
  
5. Effective selection should consider: Demographics, Dexterity and Diversity. Here dexterity refers to,
 

(a) Characteristics of population	(b) variation within population
(c) skills and caliber	(d) None of the above

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6. The country where the headquarters of a multinational company is located is known as
- (a)Home (b)Host  
(c)Third country nations (d)None of the Above
7. One of the challenges in global placements using \_\_\_\_\_ practices of recruitment places stress on transferring parent company/country personnel or other suitable expatriates for positions in subsidiaries.
- (a)polycentric approach (b)geocentric approach  
(c)ethnocentric approach (d)Regiono- centric Approach
8. \_\_\_\_\_ is a form of business process outsourcing (BPO) where an employer outsources or transfers all or part of its recruitment activities to an external service provider.
- (a)Recruitment process outsourcing (b)Research process outsourcing  
(c)Retention process outsourcing (d)Knowledge process outsourcing
9. \_\_\_\_\_ two-factor theory concludes that there are certain factors in the workplace which lead to dissatisfaction in their absence.
- (a)Abraham Maslow (b)Frederick Herzberg  
(c)Alderfer (d)McClelland
10. Hierarchy of needs theory in motivation was proposed by \_\_\_\_\_.
- (a)McClelland (b)Frederick Herzberg  
(c)Alderfer (d)Abraham Maslow

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11. \_\_\_\_\_ culture designs nature of flow of authority/responsibility.  
(a)Structural (b)Work  
(c)product (d)Market
12. Cultural shock is a situation of strangeness or unacceptability or frustration felt by one group or one person in the material, social, political, technological, spiritual or economic spheres of life within or outside its/his native land.  
(a)culture shock (b)culture diversity  
(c)cultural assimilation (d)cultural identification
13. Which of the following refers to non-monetary benefits such as health insurance, retirement benefits, and paid vacations provided to employees?  
(a)Performance Compensation (b)Indirect Compensation  
(c)Direct Compensation (d)None of the above
14. \_\_\_\_\_ refers to monetary benefits offered and provided to employees in return of the services they provide to the organization.  
(a)Direct Compensation (b)Indirect Compensation  
(c)Performance compensation (d)None of the above
15. A \_\_\_\_\_ is an agreement between a company and an employee (usually upper executive) specifying that the employee will receive certain significant benefits if employment is terminated.  
(a)Golden handshake (b)golden handcuff  
(c)Retirement plan (d)golden parachute

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16. There are \_\_\_\_\_ core elements of executive compensation or remuneration.  
(a)Four (b)Five  
(c)Six (d)Seven
17. \_\_\_\_\_ method of MNC pay structure allows for more meaningful comparison of pay and would lead to an easier implementation of the "equal pay for equal work" principle.  
(a)Pay locally (b)Pay globally  
(c)Pay as per base location (d)Pay as per experience
18. In \_\_\_\_\_ training the worker is placed in the actual work setting and is provided guidance, direction and supervision while he is carrying out the work.  
(a)On-the job (b)off-the job  
(c)vestibule (d)augmented reality
19. \_\_\_\_\_ focuses practicing again and again a particular task and in the process enhancing the learners' grip over the task modules, techniques and tactical strategies.  
(a)Education (b)Coaching  
(c)evelopment (d)development
20. In \_\_\_\_\_ training a worker is prepared not for a single job but for a number of related jobs depending upon the individual's ability and nature of the different jobs.  
(a)On-the job (b)off-the job  
(c)vestibule (d)crafts

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21. Which of the following training methods is typically used to develop technical skills by placing the trainee under a skilled worker for a fixed period?
- (a)Coaching (b)In-basket training  
(c)Apprenticeship (d)Under-study arrangement
22. Sensitivity training is also referred to as \_\_\_\_\_.
- (a)Under-study arrangement (b)Harvard method  
(c)Case study method (d)Retraining
23. \_\_\_\_\_ learners trust their internal power of learning. More importance is given to intellect to receive stimuli and then process.
- (a)Sensory (b)Intuitive  
(c)Reflective (d)Active
24. The People Capability Maturity Model (People CMM) is a framework that helps organizations successfully address their critical people issues and has \_\_\_\_\_ levels/stages.
- (a)Three (b)Four  
(c)Five (d)Six
25. In \_\_\_\_\_ approach the organization is perceived as being made up of powerful and divergent sub-groups, each with its own legitimate loyalties and with their own set of objectives and leaders.
- (a)Unitarianism (b)Pluralist  
(c)Radical (d)Active

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26. In India, Trade Unions Act was enacted in the year \_\_\_\_\_.
- (a)1919 (b)1926  
(c)1936 (d)1948
27. In USA, National Labor Relations Board was established as an independent federal agency to administer the National Labor Relations Act, (NLRA) in the year \_\_\_\_\_.
- (a)1900 (b)1905  
(c)1925 (d)1935
28. Although not a member of the European Union, \_\_\_\_\_ is a signatory of the European Economic Area (EEA) agreement and therefore incorporates all EU employment and social directives into its national laws.
- (a)Ukraine (b)Russia  
(c)Iceland (d)Israel
29. Which among the following is an external source of recruitment?
- (a)Promotion (b)Employee referrals  
(c)Advertisement (d)Former employees
30. \_\_\_\_\_ are a system of financial incentives designed to keep an executive not leaving the company.
- (a)Golden handcuff (b)Golden handshake  
(c)Retirement plan (d)Golden parachute

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31. ERG theory (existence, relatedness and growth) was created by \_\_\_\_\_.
- (a) Abraham Maslow (b) Frederick Herzberg  
(c) Alderfer (d) McClelland
32. Which among the following is categorized under off-the job training method?
- (a) Coaching (b) Internship  
(c) Role playing (d) Job rotation
33. The General Council of Trade Unions of Japan, with 4.4 million members and a substantial percentage representing public sector employee is commonly known as \_\_\_\_\_.
- (a) Shinsanbetsu (b) Domei  
(c) Churitsu Roren (d) Sohyo

## PART - B

(7 X 6 = 42)

Answer **all** questions choosing either (a) or (b).

34. (a) Write an overview on the operative functions of HRM.  
[OR]  
(b) Discuss the issues in staff selection of expatriates.
35. (a) Briefly explain about the home, host and third country nations.  
[OR]  
(b) Explain the current scenario of global HRM.
36. (a) Describe the process of integration in global HRM.  
[OR]  
(b) In international compensation, how will you provide executive incentive pay?
37. (a) Describe about the direct and indirect compensation.  
[OR]  
(b) In international compensation, how will you provide executive incentive pay?
38. (a) Give a short note on the terms: i) Brain drain ii) Brain bank iii) WTO  
[OR]  
(b) Explain the global HR training and development practices.
39. (a) Compare and contrast between standard and tailor made training.  
[OR]  
(b) Describe the strategic choices of the firms.
40. (a) Explore the relationship between employer and employee.  
[OR]  
(b) Discuss the Japanese approaches to labour relations.

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**ONLINE PROGRAMME EXAMINATIONS**  
**M.B.A. DEGREE EXAMINATION, DECEMBER 2025**  
**Second Year - Fourth Semester**  
**M.B.A. (GENERAL)**  
**EMOTIONAL COMPETENCE**  
**(CBCS - 2020 onwards)**

Time : 2 Hours

Maximum : 75 Marks

PART - A

(33 X 1 = 33)

Answer **all** the questions.

1. The \_\_\_\_\_ theory is one of the best-known examples of a physiological theory of emotion.
 

(a)Evolutionary	(b)James-Lange
(c)Cannon-Bard	(d)Schachter-Singer
  
2. The term 'Emotional intelligence' was coined by \_\_\_\_\_.
 

(a)Mayer and Salovey	(b)Richard Lazarus
(c)Robert Plutchik	(d)Robert Plutchik
  
3. People with \_\_\_\_\_ qualities, 'Inspire others' and 'Articulate and arouse enthusiasm for a shared vision and mission'.
 

(a)flexibility	(b)high self awareness
(c)change catalyst	(d)change catalyst
  
4. People with \_\_\_\_\_ competence will
  - Handle difficult people and tense situations with diplomacy and tact-spot potential conflicts, bring disagreements in the open, and help diffuse the situation.
  - Encourage dialogue and open discussion.
  - Orchestrate win-win solutions.

(a)Leadership	(b)change catalyst
(c)Conflict management	(d)political awareness
  
5. It was argued by \_\_\_\_\_ in Forbes that intuition, is in fact, the highest form of intelligence.
 

(a)Dr. Gerd Gigerenzer	(b)Steve Jobs
(c)Elon Musk	(d)Bruce Kasanoff

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6. \_\_\_\_\_ is a phenomenon of mind, where the mind acquires knowledge without a use of reason.
- (a)Sensing (b)Intuition  
(c)sadness (d)vision
7. Transferable skills are skills and abilities that are relevant and helpful across different areas of life: socially, professionally and at school. They are also called,
- (a)knowledge-based skills (b)personal traits  
(c)portable skills (d)creative skills
8. \_\_\_\_\_ is a common and expensive, where one has to appear as the “correct”, values competition more than cooperation and selfish.
- (a)Power hungry (b)Self-awareness  
(c)Unrealistic goals (d)Blind ambition
9. According to author Stephanie Jade Wong \_\_\_\_\_ do not determine one’s self-worth.
- (a)Profession/ job (b)Social media following  
(c)Grades/ marks (d)All of these
10. The structures that play a key role in emotional emergencies are the \_\_\_\_\_.
- (a)amygdala (b)medulla  
(c)hypothalamus (d)tectum

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11. Which is NOT a step in the career planning process?
- (a) Identifying individual needs and aspirations  
(b) Analysing career opportunities  
(c) separation planning  
(d) Action plans and periodic review
12. The stress created by desirable and successful events is called \_\_\_\_\_.
- (a) eustress  
(b) distress  
(c) stressors  
(d) phobia
13. \_\_\_\_\_ refers to happening or done in a natural, often sudden way, without any planning or without being forced.
- (a) Dexterity  
(b) Desirability  
(c) Spontaneity  
(d) Practice
14. In 1989, \_\_\_\_\_ described trustworthiness and conscientiousness as accepting one's own performance and being honest with strong moral principles.
- (a) Mayer and Salovey  
(b) Richard Lazarus  
(c) Robert Plutchik  
(d) Daniel Goleman
15. \_\_\_\_\_ means the fact of continuing in an opinion or course of action in spite of difficulty or opposition.
- (a) Persistence  
(b) Optimism  
(c) Pessimism  
(d) Adaptability

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16. Which among the following is NOT a component of Robert Sternberg Theory of Triangular Love?
- (a)Intimacy (b)Age  
(c)Passion (d)Decision/commitment
17. The physical reaction to someone's suffering and it is based on the mirror neuron working phenomenon is referred as \_\_\_\_\_
- (a)Affective empathy (b)Cognitive empathy  
(c)Somatic Empathy (d)Development empathy
18. The concept of diversity encompasses acceptance and \_\_\_\_\_
- (a)despise (b)contempt  
(c)ignore (d)respect
19. \_\_\_\_\_ is when employees are given higher responsibilities and authority to increase job satisfaction.
- (a)Job description (b)Job specification  
(c)Job enrichment (d)Job enlargement
20. \_\_\_\_\_ is usually a statement which consists of qualification, characteristics, traits etc., for an employee to possess to perform his duties.
- (a)Job description (b)Job specification  
(c)Job title (d)Job enrichment

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21. The style of leadership in which leaders promote acquiescence among employees through a system of both rewards and punishments is \_\_\_\_\_ leadership.
- (a)Transformational (b)Transactional  
(c)Participative (d)Directive
22. According to \_\_\_\_\_ approach, leaders are born, not made.
- (a)Behavioral (b)Functional  
(c)Traits (d)Group
23. Groups proceeds through five stages of development. Identify the correct order:
- (a)Forming, Storming, Norming, Performing, Adjourning (b)Forming, Norming, Performing, Storming, Adjourning  
(c)Forming, Norming, Performing, Storming, Adjourning (d)Norming, Performing, Storming, Forming, Adjourning
24. The groups can be classified on the basis of the structure of the organization as
- (a)Primary and Secondary group (b)Formal and informal group  
(c)Membership and reference group (d)Open and closed group
25. \_\_\_\_\_ involves controlling one's behaviour, emotions and thoughts in the pursuit of long-term goals.
- (a)Self- Regulation (b)Self-awareness  
(c)Social skills (d)Social awareness

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26. \_\_\_\_\_ model suggests that information from the perceived understanding of emotions and managing emotions is used to facilitate thinking and guide our decision making.
- (a)Mayer, Salovey and Caruso’s EI Ability (b)Bar-On’s EI Competencies  
(c)Goleman’s EI Performance (d)Employee empathy
27. The potential to recognize and use the patterns of wide space and more confined areas is categorized as \_\_\_\_\_.
- (a)Linguistic intelligence (b)Interpersonal intelligence  
(c)Musical Intelligence (d)Spatial intelligence
28. In, S.M.A.R.T goals, “M” stands for
- (a)Measurable (b)Maintenance  
(c)Material (d)Modern
29. Which among the following is **NOT** a method of job analysis?
- (a)Observation (b)Interview  
(c)Benchmarking (d)Questionnaire
30. Theories of motivation can be grouped into \_\_\_\_\_ categories.
- (a)Two (b)Three  
(c)Four (d)Five

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31. \_\_\_\_\_ Competency is commitment and perseverance in quest for learning goals.  
 (a)Cognitive (b)Social  
 (c)Meta-cognitive (d)Motivational
32. In order to increase the sphere of jobs through extending the ranging of its entire duties and responsibilities usually within the same level and periphery, \_\_\_\_\_ plays a vital role.  
 (a)Job description (b)Job specification  
 (c)Job enrichment (d)Job enlargement
33. Best psychological explanation psychologists offer of intuition is a \_\_\_\_\_  
 (a)sequential process (b)Recurring step  
 (c)mental matching game (d)linear progress

## PART - B

(7 X 6 = 42)

Answer **all** questions choosing either (a) or (b).

34. (a) Explain the different types of emotions.  
 [OR]  
 (b) Write in detail about social competence.
35. (a) Describe the source of gut feeling.  
 [OR]  
 (b) Discuss about abilities and limits.
36. (a) How to develop strong sense of one's self-worth?  
 [OR]  
 (b) Explain about stress.
37. (a) Discuss about trustworthiness.  
 [OR]  
 (b) Describe the relation between innovation and commitment.
38. (a) Explain how to leverage diversity.  
 [OR]  
 (b) Describe the terms job enrichment, job enlargement and job analysis.
39. (a) Enumerate the types of leaders.  
 [OR]  
 (b) Compare and contrast group and team.
40. (a) State the theories of motivation.  
 [OR]  
 (b) Discuss about competence training.

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