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

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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

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(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