**DG**

**True/False**

*Indicate whether the statement is true or false.*

\_\_\_\_ 1. An inpatriate is an employee transferred out of the home base into the firm’s international organization.

\_\_\_\_ 2. The HR department is the major user of language translation services.

\_\_\_\_ 3. The IHR department does not get involved in the employee’s personal lives such as marital status and children when considered for assignments.

\_\_\_\_ 4. Less developed countries tend to have cheaper labor but more government regulations.

\_\_\_\_ 5. Culture shock is a phenomenon experiences by people who move across cultures.

\_\_\_\_ 6. A domestic HRM is involved with employees within one national boundary.

\_\_\_\_ 7. Compensation and benefit programs are not an activity of internal human resource management.

\_\_\_\_ 8. Awareness of cultural differences is not essential for the HR manager at corporate headquarters. It is only important for expatriate employees as well as those at the host location.

\_\_\_\_ 9. Multidomestic industries is one in which competition in each country is essentially independent of competition in other countries.

\_\_\_\_ 10. Multinational organizations need to strive for consistency in the ways of managing people on a worldwide basis in order to build, maintain and develop their corporate identity.

\_\_\_\_ 11. Cultural awareness is reflected by knowing that local employees feel an obligation to employ extended family even if they are unqualified for the position.

\_\_\_\_ 12. If a firm is in a multidomestic industry, the role of HR department will most likely be more domestic in structure and orientation.

\_\_\_\_ 13. A large home market is one of the key drivers for seeking a new international market.

\_\_\_\_ 14. Local HR activities, such as human resource planning and staffing, changes as a foreign subsidiary matures.

\_\_\_\_ 15. The nationality of an employee is not a major factor in determining the person “category” in an international firm.

\_\_\_\_ 16. Human considerations are as important as financial and marketing criteria in making decisions about multinational ventures.

\_\_\_\_ 17. Global mindset is necessary for the success of an international company.

\_\_\_\_ 18. The US had 8 companies in the top 30 multinationals ranked by the transnational index.

\_\_\_\_ 19. Cross- culture management is examining human behavior within organizations from an international perspective.

\_\_\_\_ 20. The way diversity is managed within a single national context should transfer to a multinational context without modification.

\_\_\_\_ 21. It is a correct assumption that culture is usually used as a synonym for nation or national difference represents culture differences.

\_\_\_\_ 22. The first contributions to cross-cultural management research were made in the late 1930s.

\_\_\_\_ 23. Unforeseen conflicts and lower performance in many foreign business enterprises created doubts about how easily concepts and management research from the English speaking world could be transferred to other cultures.

\_\_\_\_ 24. One of the advantages of cross cultural studies is that there is one, widely accepted definition of the meaning of culture.

\_\_\_\_ 25. Hansen emphasizes culture as the standardization – the consistency of collective behavior.

\_\_\_\_ 26. Hofstede the Dutch researcher, famously likens or company’s culture to the “software of the mind”.

\_\_\_\_ 27. Schein considers “artefacts” as the invisible and unconscious conventions and perceptions deeply held by members on a culture.

\_\_\_\_ 28. There may be large similarities of the artefact level within the European Union, but values and assumptions held by members of various nations in the EU may differ significantly.

\_\_\_\_ 29. Cross cultural management studies aim to describe and compare the working behavior in various cultures.

\_\_\_\_ 30. Hofstede finally distinguished three cultural dimensions: power distance, femininity vs. masculinity and individualism vs. collectivism.

\_\_\_\_ 31. Power Distance refers to the extent to which the members feel threatened by uncertainty, ambiguous or unstructured situations.

\_\_\_\_ 32. According to Hofstede a feminine orientation comprises the pursuit of financial success and a strong performance management approach.

\_\_\_\_ 33. Countries with weaker uncertainty avoidance are more likely to bring about fundamental innovations in weak processes as they have a greater tolerance for deviant thinking.

\_\_\_\_ 34. Collectivist society companies have more informal relationships between supervisors and employees.

\_\_\_\_ 35. The Mediterranean culture (France, Italy, Belgium and Spain) are characterized by small power distance and high collectivism.

\_\_\_\_ 36. The German speaking countries such as Germany, Austria and Switzerland are characterized by a strong tendency of uncertainty avoidance and relatively low power distance.

\_\_\_\_ 37. A criticism of Hofstede’s research is that he equates culture to national borders.

\_\_\_\_ 38. The Globe study distinguishes between practices (what should be) and values (what is).

\_\_\_\_ 39. The participation of 17 scholars from around the world helps to avoid a one-sided, Western focus to the research project.

\_\_\_\_ 40. The Trompenaars and Hampden-Turner study presents three aspects to culture: relationships between people, concept of time and the concept of nature.

\_\_\_\_ 41. Cultural convergence relates to assuming a long-term stability in cultural differences.

\_\_\_\_ 42. An export manager is typically the first international HR position in a new international company.

\_\_\_\_ 43. Purchasing an international company automatically creates a separate international division of a company.

\_\_\_\_ 44. The Inpatriate manager performs a major role in identifying employees who can direct operations in a foreign subsidiary.

\_\_\_\_ 45. International division acting as an independent separate unit cannot be tolerated as the firm’s international activities become strategically more important.

\_\_\_\_ 46. The matrix structure area managers are responsible for the performances of all products within the various countries that comprise their regions.

\_\_\_\_ 47. Less human resources planning and management development are in the matrix structure of operations than traditional organization.

\_\_\_\_ 48. Mixed structures are more complex and harder to explain and implement/control than a matrix structure.

\_\_\_\_ 49. Intra-organizational networks comprise the organization’s headquarters and the numerous subsidiaries.

\_\_\_\_ 50. The metanational form is described as a global tournament.

\_\_\_\_ 51. Centralized HR companies are operated within a matrix structure.

\_\_\_\_ 52. Training, performance, appraisals and staff movements are not impacted by the HR structural form.

\_\_\_\_ 53. Europeans tend to take a different structural path than the US.

\_\_\_\_ 54. Chinese firms have many international operations.

\_\_\_\_ 55. European multinational firms are mainly from Germany.

\_\_\_\_ 56. Japanese based multinational firms are the only firms to successfully balance operations in all the regional blocks.

\_\_\_\_ 57. Formal structure controls are an international firm’s primary source of control.

\_\_\_\_ 58. Training and development, program reward systems and promotion are activities that reinforce company value systems.

\_\_\_\_ 59. Half of the US firms reported that HR functions were unrelated to the nature of the firm’s international operations.

\_\_\_\_ 60. HR departments are emerged in policies and procedures in the early international or export stage.

\_\_\_\_ 61. Centralized HR companies are characterized by devolving the HR responsibilities to a small group who reports to corporate headquarters.

\_\_\_\_ 62. A merger of two companies can be depicted by Company A and Company B form Company C.

\_\_\_\_ 63. In an acquisition a new company is formed with a new identity and operation.

\_\_\_\_ 64. During most merger and acquisition processes top management retention is very high due to benefits of operating a foreign company.

\_\_\_\_ 65. Identifying and assessing culture issues in an HR activity is the due diligence phase of merger and acquisition.

\_\_\_\_ 66. The strongest HR involvement takes place in the first two phases of the merger and acquisition phases.

\_\_\_\_ 67. Company relationships are not considered a resource in an HR function in a merger and acquisition strategy.

\_\_\_\_ 68. A tangible asset is money and people.

\_\_\_\_ 69. The command of the partners’ language is mainly a requirement for Eastern managers.

\_\_\_\_ 70. Performance related pay is more popular in Germany than the USA.

\_\_\_\_ 71. An exchange rate advantage is not a factor in considering a merger and acquisition strategy in a given country.

\_\_\_\_ 72. Parent companies in an international joint venture do not have a separate legal identity.

\_\_\_\_ 73. Gaining knowledge of both local business conditions and the research and development capabilities of the potential joint venture partner is a reason to enter into an international joint venture.

\_\_\_\_ 74. SMEs constitute the backbone of the Asia Pacific region.

\_\_\_\_ 75. Values shape employee’s priorities and decision making.

\_\_\_\_ 76. In the USA more than 80 per cent of total employment is with organizations with less than 20 employees.

\_\_\_\_ 77. Less qualified employees are employed by small to medium enterprises because they do not meet recruitment requirements of large organizations.

\_\_\_\_ 78. Financial participation programs are offered to small to medium enterprises to increase the manager identification with the firm.

\_\_\_\_ 79. In small to medium enterprises cross cultural training for expatriates is usually conducted as in-house training seminars.

\_\_\_\_ 80. HR activities can become a significant drain on managerial time and resources in an international small to medium enterprise.

\_\_\_\_ 81. Small to medium firms have as much experience operating in a variety of different countries as large organizations.