Unit 8 - Week 6

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Week 6 Assignment 6

The due date for submitting this assignment has passed.
As per our records you have not submitted this assignment.

Due on 2019-09-11, 23:59 IST.

1) Which of the following is an example of the equity theory? *1 point*

a) Alok is putting in extra effort at work because he has been told that there is an opportunity for a promotion in the near future.

b) Monika is assigned to a group with four colleagues, and she does not work as hard since they will only receive feedback as a team.

c) Anjali thinks that she works a lot harder than Shelly even though they get paid the same, so Anjali becomes unmotivated and her performance suffers.

d) Prabhakar has his financial needs taken care of, so he is more motivated by opportunities for personal growth than by financial bonuses or raises.

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
c)

2) Psychological contracts strongly affect the employment relationship in terms of: *1 point*

I. Relational
II. Managerial
III. Transactional

a) I and III only

b) I only

c) I, II, and III

d) III only

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
a)

3) Which of the following factor does not affect perceptions of procedural justice? *1 point*

a) The criteria for decisions are applied consistently to all employees

b) The way employees relate with each other.

c) The viewpoint of employees is taken into account.

d) Employees could make an appeal about the decision.

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
b)

4) The Equal Remuneration Act came into force in *1 point*

a) 1972

b) 1961

c) 1976

d) 1967

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
c)

5) The recent amendment (2017) of Maternity Benefit Act 1961, provide paid leave to women employees for *1 point*

a) Twenty-six weeks

b) Twelve weeks

c) sixteen weeks

d) Twenty-two weeks

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
a)

6) When American Express employs Rahul in its Gurgaon office. Rahul is_____ (1). And Sam comes from Phoenix, Arizona on a 6 months project to Rahul's branch. Sam is _____(2). *1 point*

a) 1.TCN, 2. PCN

b) 1.HCN, 2. TCN

c) 1.HCN, 2.PCN

d) 1.PCN,2. TCN

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
c)

7) One of the drawbacks of Going rate approach in Global Reward Management is *1 point*

a) Potential re-entry issues

b) Inequality with local nationals

c) Identification problem with host country

d) Can be quite complex to administer

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
a)

8) To live comfortably in New York City studies, show that you need to make $99,667. To live the same lifestyle in San Antonio one needs $58,504. Rakesh has been managing a project in San Antonio. He is transferred to a new project from San Antonio to New York City. What would be the change in his COLA component? *1 point*

a) It will remain unchanged

b) It will decrease

c) It will be taxable

d) It will increase

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
d)

9) When in a regional headquarters of a US bank in Hong Kong, an American and an Indian are performing the same banking duties but the American will receive higher salary than the Indian. It indicates that the US bank follows----------approach. *1 point*

a) High-individualism

b) Balance sheet

c) Universalist

d) Going rate

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
b)

10) Why is Hofstede's cultural dimensions theory relevant to the business market today? *0 points*

a) Because it helps the market rid itself of cultural prejudices.

b) Because different cultures must be equally represented within any organization.

c) Because working effectively with others is not possible without cultural norms.

d) Because businesses must be effective in the global market.

- a)
- b)
- c)
- d)

No, the answer is incorrect.
Score: 0
Accepted Answers:
c)