

Unit 7 - Week 5

Course outline

How to access the portal?

Week 0 - Assignment 0

Week 1

Week 2

Week 3

Week 4

Week 5

- Lecture 21 : Investing in Human relations: Employees as stakeholders and Investors of Human Capital

- Lecture 22 : Employer-employee: Duties and rights from both sides

- Lecture 23 : Organization model and employer-employee relation

- Lecture 24 : Some specific issues in employer-employee relationship

- Lecture 25 : Employees All Over the World

- Lecture Material Week 5

- Quiz : Assignment 5

- Feedback for Week 5

Week 6

Week 7

Week 8

Assignment Solution

Live session

Assignment 5

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

Due on 2019-09-04, 23:59 IST.

1) Which of the following claims is **NOT** compatible with the Human Capital Theory? **2 points**

- (A) Employees are perceived as the owners and investors of the human capital in a corporation.
- (B) Employees are to be viewed as a kind of resource, who are to be used as the financial resources are used.
- (C) In a corporation, the employees deserve as much importance as do the shareholders.
- (D) The employees invest in the firm their physical ability, intelligence, innovative powers. There must be a return on their investment.

No, the answer is incorrect. Score: 0

Accepted Answers:

(B) Employees are to be viewed as a kind of resource, who are to be used as the financial resources are used.

2) Match List I correctly with List II from the options given below **2 points**

List-I		List-II	
a.	Rational Model of an organization	i.	A healthy balance between work, family, friends and social life to enrich work and life both in a workplace.
b.	Political Model of an organization	ii.	A web of caring relationships among the people in an organization, where the focus is not on power, but on the well-being of people.
c.	Caring Model of an organization	iii.	An organization is a network of dynamic power structures among different power groups with diverse goals, where conflict is viewed as a natural phenomenon.
d.	Work-life balance	iv.	An organization is the rational coordination among a number of people, through division of labour and function, and through a hierarchy of authority and responsibility, for the achievement of some common explicit purpose.

- (A) a-iii b-ii c-i, d-iv
- (B) a-i, b-ii, c-iii, d-iv
- (C) a-iv, b-iii, c-ii, d-i
- (D) a-ii b-iii, c-iv, d-i

No, the answer is incorrect. Score: 0

Accepted Answers:

(C) a-iv, b-iii, c-ii, d-i

3) Consider this: **2 points**

In ABC, a multinational company, Rohit and Piya are both working together for a project for the last six months. Both of them are sincere, and equally competent, with significant contribution towards the development of the project. The top executives are aware about this. Recently, Piya got married, and soon after that she came to know that the company has announced the promotion of Rohit as the leader of the same project both of them were working on, and also is considering to transfer him to the Headquarter. Later, she came to know that in the directors' meeting, the all-male executives have decided to select Rohit to give the promotion instead of her, because they thought she will not be able to contribute to the project as much anymore after her marriage, and that she might soon go into her maternity leave. She feels wronged.

Which of the following employee's right is violated by the company?

- (A) Right to fair wages, and right to work
- (B) Right to equal remuneration, and right to due process
- (C) Right to work, and right to participation
- (D) Right to due process, and right to workplace health and safety.

No, the answer is incorrect. Score: 0

Accepted Answers:

(B) Right to equal remuneration, and right to due process

4) Consider the following statements and choose the correct answer: **2 points**

- (i) The duty of an employee is to abide by the rules and regulations, standards, codes of conduct and policies of the corporation.
- (ii) An employee's refusal to do something that is against the company's policy will be considered as insubordination.
- (iii) Taking some office items, which are not expensive (e.g. tissues, coffee mug, towels etc.) but are provided by the office for office use, to your home, does not count as Company Property Theft.
- (iv) If you copy some computer-based confidential, financial company data without authorization on your personal pendrive with the objective to share it with an outsider, it is an example of Data Theft.

- (A) i-True, ii- False, iii-True, iv- False
- (B) i-True, ii- True, iii-True, iv- False
- (C) i-True, ii- False, iii-False, iv- False
- (D) i-True, ii-False, iii- False, iv- True

No, the answer is incorrect. Score: 0

Accepted Answers:

(D) i-True, ii-False, iii- False, iv- True

5) Which of the following is a kind of conflict of interest? **2 points**

- (i) Accepting a very expensive gift from a vendor, while the selection of vendor process is on, and this vendor is one of the applicants.
- (ii) Recruitment of a relative, who has cleared all the recruitment tests and the interview rounds on her own merit. .
- (iii) Nikhil admires Company D more, where he used to work, than his current company A, which is a competitor of D.
- (iv) Sakshi informed a friend about a vacancy in her own company.

Choose the correct answer from the following:

- (A) (ii) & (i)
- (B) (i) & (iii)
- (C) (ii) & (iv)
- (D) (i) & (iv)

No, the answer is incorrect. Score: 0

Accepted Answers:

(B) (i) & (iii)

6) S: It is an important duty of an employer to provide proper working condition in the workplace to the employees. **2 points**
R: Some countries do not have a legislation regarding occupational health and safety.

- (A) (S) is correct, but (R) is incorrect.
- (B) Both (S) and (R) are correct, and (R) is a reason for (S).
- (C) Both (S) and (R) are correct, but (R) is not a reason for (S).
- (D) (R) is correct, but (S) is incorrect.

No, the answer is incorrect. Score: 0

Accepted Answers:

(C) Both (S) and (R) are correct, but (R) is not a reason for (S).

7) Consider the following **0 points**

- (i) A fertilizer company wants to hire as salesperson only those who can speak in the local language to the farmers: This is a case of discrimination.
- (ii) The minimum wage merely protects the employee from ruthless exploitation; but it does not guarantee a decent wage.
- (iii) The Board of Enron considered it their foremost duty to pay attention to their employees.
- (iv) The most serious kind of workplace discrimination is when it is embedded in the organizational culture and is institutionalized.

Choose the correct option:

- (A) (i) False, (ii) True, (iii) False , (iv) True
- (B) (i) True, (ii) True, (iii) False, (iv) True
- (C) (i) False, (ii) True, (iii) False, (iv) True
- (D) (i) True, (ii) False, (iii) True, (iv) True

No, the answer is incorrect. Score: 0

Accepted Answers:

(A) (i) False, (ii) True, (iii) False , (iv) True

8) Consider the following statements: **2 points**

The correct measures to adopt by an ethical corporation against harassment at the workplace are:

- (i) Assurance of workplace safety through anti-harassment policy or anti-sexual harassment policy.
- (ii) An internal, designated person, or an internal committee, to approach to receive the complaints.
- (iii) Denying the matter specifically in case of sexual harassment with a female employee to prevent the employee from further embarrassment.
- (iv) Managing the media to keep the company's reputation clean in case of any rumor regarding sexual harassment within the organization.

Choose the correct answer from the following:

- (A) Only (i) & (iii)
- (B) (iii) and (iv)
- (C) Only (i)
- (D) Only (i) & (ii)

No, the answer is incorrect. Score: 0

Accepted Answers:

(D) Only (i) & (ii)

9) Which of the following is **not** true? **2 points**

- (A) The organizational agenda of diversity management is to promote a greater inclusion, retention, and promotion of employees from different backgrounds.
- (B) Diversity management is of four kinds; namely, international diversity, regional diversity, political diversity and intranational diversity.
- (C) Unlike other labour laws, diversity management is a non-legal, voluntary, ethical obligation. It is self-initiated by the Corporation.
- (D) Diversity management can induce diverse talents and skills, better understanding of the diverse clients all over the world, and diverse perspectives to provide a more comprehensive feedback into a corporation.

No, the answer is incorrect. Score: 0

Accepted Answers:

(B) Diversity management is of four kinds; namely, international diversity, regional diversity, political diversity and intranational diversity.

10) According to Hofstede (1980, 1991), there are six dimensions of effect of culture of nation/society on values or behaviors of its members in the workplace. **2 points**

Which of the following is **not** one of those six dimensions mentioned by Hofstede?

- (A) Individualism / Collectivism: Preference for individuals to take care of themselves and immediate family, or for a collective approach to well-being.
- (B) Power distance: How the less powerful in a society accept and expect that power is distributed unequally.
- (C) Uncertainty avoidance / acceptance: Degree of comfort with vagueness and uncertainty by different cultures
- (D) Active / passive cultures: Difference among cultures in terms of their response to a situation.

No, the answer is incorrect. Score: 0

Accepted Answers:

(D) Active / passive cultures: Difference among cultures in terms of their response to a situation.