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Which of the following is a short-term strategy aimed at cutting the number of employees through programs such as attrition and early retirement?

Response recorded

work redesign

workforce reduction

systematic change

downsizing



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When an individual returns to his or her home headquarters or home subsidiaries after working in a foreign country, what is this process called?

Response recorded

enculturation

repatriation

culture shock

alienation



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What type of strategy deals with internationalization by exporting goods abroad as a means of seeking new markets?

Response recorded

multidomestic

domestic

multinational

global



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What is one challenge that managers must confront when managing in times of uncertainty and potential downsizing?

Response recorded

focusing on the short term

paying attention to middle management

controlling the rumour mill

taking charge and minimizing involvement



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In order to lead change, researchers suggest that HR professionals should be able to identify the activities, outcomes, and human capital necessary for a business to succeed in its market. What is this HR competency?

Response recorded

strategic positioner

credible activist

paradox navigator

communicator

systems thinker



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According to your textbook, what is the most common benefit provided to displaced workers?

Response recorded

job referral service

benefits continuation

family counselling

severance pay



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~ Tegvir Singh

now

GEORGIAN 2024-2025 JOBS/ACCOMO...

NEED RIDE BARRIE TO NORTH YORK
SIDE 35\$\$...

How do you define job insecurity?

Response recorded

expectations about continuity and life
employment

overall concern about the future existence of a job

inability to predict future employment

understanding of negative implications of job
analysis



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Which of the following is a short-term strategy aimed at cutting the number of employees through programs such as voluntary severance packages and layoffs or terminations?

Response recorded

workforce reduction

downsizing

systematic change

work redesign



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What time horizon is generally associated with systematic change related to downsizing and restructuring?

Response recorded

immediate

short-term

medium-term

long-term



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What is the most difficult stage in the change process?

Response recorded

diagnosing what needs to change

recognizing the need for change

planning and preparing for change

implementing and sustaining the change



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What term best defines an organizational system that receives inputs from its external environment?

Response recorded

environmental system

strategic system

open system

integrated system



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Organizational change occurs in response to three levels of developments. What are these three levels?

Response recorded

employee, supervisory and management

individual, group, and organizational

societal, industrial, and organizational

leadership, group, and individual



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Which of the following characteristics is NOT typically used to help determine whether an organization should outsource?

Response recorded

reliance on technology

routine activity frequently undertaken

cost-effectiveness

accessibility from remote sites



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Many change models recognize that the change process comprises several critical periods of change. What is the first period?

You can respond once

diagnosing what is needed for organizational change

planning and preparing for the change

identifying the need for change and ensuring buy-in from all stakeholders

continuously managing and sustaining the change



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When an individual moves to a foreign country to work, the individual may experience an overwhelming sense of alienation from the new culture. What is this experience called?

Response recorded

depression

culture shock

ethnocentrism

post-traumatic stress



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What type of feedback would a technology company use to determine the number of laptops to produce?

Response recorded

negative feedback

performance feedback

production feedback

positive feedback



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History



Registration



Log in





Once the need for change has been identified, what would be the next step in the change process?

Response recorded

to plan and prepare for change

to implement the change

to sustain the change

to motivate the workforce



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Canada's workforce diversity produces a wide range of HR-related challenges for international placements. Which of the following is typical of those challenges?

Response recorded

increased number of younger workers

employees with disabilities

cultural assimilation in the new country

family and divorce issues for expatriates



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If an individual has an ability to acquire certain skills to a desired level of performance, what is this capability called?

Response recorded

pliability

flexibility

trainability

adaptability



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What should union officials and management protect when anticipating potential downsizing and restructuring?

Response recorded

human rights of employees

positive labour relations programs

wage and benefit concessions

labour-management climate



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Which of the following HR functions is most likely to be outsourced by organizations?

Response recorded

HR planning

HR strategy

pension administration

restructuring



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negative feedback

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production feedback

positive feedback



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Which class of workers is NOT involved in Canada's union structure?

Response recorded

industrial

craft

conglomerate

professional



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What expatriate training step assesses and evaluates the needs of training for every selected potential global manager?

Response recorded

training contents

training approaches

training planning

training evaluation



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What did Colgate-Palmolive Co. do to capitalize on its expatriate skills?

Response recorded

It created a global succession-planning database.

It developed cross-cultural training for critical incidents.

It committed funds to improve failed expatriate assignments.

It improved its pre-assignment and post-assignment communication.



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work redesign



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If a company introduces culturally sensitive products in chosen countries with the least amount of cost, what type of strategy is the company adopting?

Response recorded

multinational

multidomestic

global

domestic



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According to Pfeffer, which of the following happens first when a layoff is announced?

Response recorded

Companies lose people they don't want to lose.

Morale declines and fear rises in the workplace.

People head for the door who have not been laid off.

Motivation, commitment, and job satisfaction decline.



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What type of learning occurs when managers and employees examine and question their tacit assumptions around their decision making?

Response recorded

organizational learning

open-system learning

double-loop learning

single-loop learning



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