**Assignment 3**

Student Name: Score: \_\_\_/100

**Part I: Multiple Choice Questions (5 points each) \_\_/40**

1. The difference between voluntary export restraints and quotas is that: ( )

a. unlike quotas, voluntary export restraints limit the amount of a product that can be imported annually.

b. unlike quotas, voluntary export restraints are imposed by the importing company.

c. unlike quotas, voluntary export restraints limit the amount of a product that can be exported annually.

d. unlike quotas, voluntary export restraints are imposed by the exporting company.

2. Which of the following is an advantage of joint ventures? ( )

a. They provide companies an exclusive right to conduct business in a particular location.

b. They give companies training and assistance with marketing and advertising.

c. They help companies avoid tariff and nontariff barriers to entry.

d. They allow companies to earn additional profits without investing more money.

3. Ballooshu, a large dairy cooperative, organizes its labor force into different divisions for the manufacture of butter, cheese, cultured dairy, frozen desserts, ice cream, milk, and milk powder. In this scenario, which of the following organizational structures does Ballooshu most likely follow? ( )

a. Functional departmentalization

b. Product departmentalization

c. Customer departmentalization

d. Geographic departmentalization

4. At Afterbadge, a chain of stores that sells computer accessories, all the marketing activities are planned at the company headquarters. These plans are required to be carried out by the employees without any deviation. In the context of organizational authority, which of the following is best illustrated in this scenario? ( )

a. Delegation of authority

b. Centralization of authority

c. Staff authority

d. Distributed authority

5. Clampt Inc. is a global clothing company. The company has a multinational presence, and its employees and customers belong to different ethnicities. The company celebrates diversity within the workforce. It also features models from different ethnic backgrounds in its advertisements. In the context of diversity paradigms, the management of Clampt Inc. uses the \_\_\_\_\_.

a. discrimination and fairness paradigm

b. access and legitimacy paradigm

c. learning and effectiveness paradigm

d. resistance paradigm

6. If managed properly, the shift from surface- to deep-level diversity can accomplish two things:

a. gender-based discretion and openness to experience.

b. openness to experience and the glass ceiling effect.

c. reduction in prejudice and social integration.

d. social integration and an ethnocentric work environment.

7. Bernicald, a fashion e-commerce site that has openings for the posts of content analysts and Internet marketing analysts, decided to advertise its requirements on social media websites. In this scenario, Bernicald is engaged in the process of \_\_\_\_\_.

a. structural accommodation

b. validation

c. external recruiting

d. downsizing

8. In the context of pay-structure decisions, which of the following is a difference between hierarchical pay structures and compressed pay structures?

a. Unlike hierarchical pay structures, in compressed pay structures, there are big differences from one pay level to another.

b. Unlike hierarchical pay structures, the basic idea behind compressed pay structures is that large differences in pay between jobs should motivate people to work harder to obtain those higher-paying jobs.

c. Unlike hierarchical pay structures, in compressed pay structures, pay is more dispersed and varied across jobs in a company.

d. Unlike hierarchical pay structures, the basic idea behind compressed pay structures is that similar pay levels should lead to higher levels of cooperation and better group and team performance.

**Part II: Short Essay Questions** **\_\_/60**

1. Think about DJI and SHEIN, describe business forms they have used when they went global and explain the similarities and differences in their global strategies. (20)

2. Explain different types of departmentalization. (20)

3. Compare mechanistic and organic organizations. (20)