

STRATEGIC HR MANAGEMENT

SRM<sup>TM</sup>

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

# Human Resource Practices in India

## Quizzes and Answer Keys

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# Quiz One

## CLASS 1: BACKGROUND AND FEDERAL LAWS

### (Slides 4-13)

Please select the best answer for each of the questions below.

1. India's population is second to that of:
  - a. Russia.
  - b. China.
  - c. United States.
  - d. None of the above.
  
2. The colors of the Indian flag symbolize:
  - a. Agriculture, freedom, strength.
  - b. Courage, truth, fertility.
  - c. Freedom, purity, intelligence.
  - d. None of the above.
  
3. In terms of religion, the majority of Indians practice:
  - a. Christianity.
  - b. Buddhism.
  - c. Hinduism.
  - d. None of the above.
  
4. India's caste system is divided into four categories is based on:
  - a. Race.
  - b. Labor.
  - c. Class.
  - d. None of the above.

5. India was ruled by the \_\_\_\_\_ for nearly 100 years.
- a. Spanish.
  - b. British.
  - c. French.
  - d. Portuguese.
6. Due to religious reasons, the majority of Indians do not eat:
- a. Pork.
  - b. Beef.
  - c. Kosher meat.
  - d. All of the above.
7. Today, India is considered a global leader in:
- a. Health care.
  - b. Software.
  - c. Financial services.
  - d. None of the above.
8. Professional labor costs are almost \_\_\_\_ percent lower in India.
- a. 50.
  - b. 25.
  - c. 60.
  - d. None of the above.
9. When India had a closed foreign investment policy, multinationals were allowed to have only \_\_\_\_ percent of equity:
- a. 60.
  - b. 50.
  - c. 40.
  - d. 30.
10. The \_\_\_\_\_ is /are primarily responsible for running the country:
- a. Army general.
  - b. Prime minister and the elected team of ministers.
  - c. President and the elected team of ministers.
  - d. All of the above.

11. The Payment of the Bonus Act is controversial because:
- a. Employees from some castes are excluded from getting this bonus.
  - b. The organization must pay the bonus even if it does not make a profit.
  - c. The organization has to pay 15 percent of an employee's salary.
  - d. None of the above.
12. Affirmative action programs in India apply to people from different:
- a. Religions.
  - b. Racial groups.
  - c. Castes.
  - d. None of the above.



# Quiz One

## CLASS 1: BACKGROUND AND FEDERAL LAWS

(Slides 4-13)

### Answer Key

1. b
2. b
3. c
4. b
5. b
6. b
7. b
8. b
9. c
10. b
11. b
12. c

# Quiz 2

## CLASSES 2-3: CULTURE AND HR PRACTICES

### (Slides 13-37)

Please select the best answer for each of the questions below.

1. Power distance is:
  - a. Anxiety about the unknown.
  - b. How superiors and subordinates interact.
  - c. How organizations support employees.
  - d. None of the above.
  
2. Uncertainty avoidance is:
  - a. Concern about promotions.
  - b. Bureaucracy and strict rules.
  - c. Anxiety about being fired.
  - d. All the above.
  
3. High masculinity is demonstrated by:
  - a. A strong leader in the organization.
  - b. Exaggerated use of titles.
  - c. Nurturing work environment.
  - d. Strong bonding among employees.
  
4. In-group collectivism is demonstrated by:
  - a. Strong bonds to the organization.
  - b. Strong bonds to the organization, family and friends.
  - c. Strong feeling of self-achievement.
  - d. None of the above.

5. Résumés in India include elaborate employment and personal information because of :
  - a. Power distance.
  - b. In-group collectivism.
  - c. Uncertainty avoidance.
  - d. Masculinity.
  
6. Job advertisements are often run in newspapers because:
  - a. It is inexpensive.
  - b. Employment branding is important.
  - c. Most people prefer the newspapers to the Internet.
  - d. None of the above.
  
7. The employment-at-will doctrine exists in India.
  - a. True.
  - b. False.
  
8. Objective performance appraisals are challenging in India because of:
  - a. Collectivism and masculinity.
  - b. Power distance and collectivism.
  - c. Uncertainty avoidance and collectivism.
  - d. None of the above.
  
9. The deductive type of learning used in most Indian companies involves learning:
  - a. General concepts first, followed by specific applications.
  - b. Specific applications first, followed by general concepts.
  - c. Specific and general concepts together.
  - d. None of the above.
  
10. Casual leave is:
  - a. Annual vacation time.
  - b. Family emergency time.
  - c. Company picnic.
  - d. None of the above.



11. A dearness allowance is a:
- a. Housing expense.
  - b. Cost-of-living expense.
  - c. Medical expense.
  - d. Leave travel allowance.
12. The Provident Fund is:
- a. Similar to a 401(k) in the United States.
  - b. Applies to health care in India.
  - c. Applies to personal loans employees can take.
  - d. None of the above.
13. The retirement age for private-sector employees in India is:
- a. 50.
  - b. 65.
  - c. 60.
  - d. None of the above.
14. Gratuity is a retirement fund.
- a. True.
  - b. False.
15. There are about 20 federal holidays a year in India.
- a. True.
  - b. False.

# Quiz 2

## CLASSES 2-3: CULTURE AND HR PRACTICES

(Slides 13-37)

### Answer Key

1. b
2. b
3. b
4. b
5. c
6. b
7. False
8. b
9. a
10. b
11. b
12. a
13. c
14. True
15. True

# Slide 22: Understanding Cultural Dimensions

## **SOCRATES SEMINAR:**

Students initiate questions and engage in a stimulating dialogue. The instructor merely facilitates this discussion. The Socrates method uses dialogue as a learning method to explore different individual opinions. As students read the article, ask “why,” “what for,” and “so what” questions.

This type of discussion involves three components:

- Write questions as you read the article in the space below.
- After everyone has finished reading, ask your peers the questions you wrote down.
- Listen to your peers’ questions so you can provide an answer based on your understanding of the article.

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