

- with the values and behaviour expected of them
- b) new members of a social group are invited to join the activities of the group
- c) New members get acquainted with the old members of a group through social and non-work-related activities.
- d) None of the above

SECTION -B (ESSAY TYPE QUESTIONS)
(5x10=50 Marks)

1. What are the dimensions of culture? How do such dimensions make a difference in the culture of an organization?
2. In the thinking and decision-making process, how do cross-cultural differences exert influence?
3. Explain the different layers of culture. What factors influence their formation? Discuss.
4. Critically evaluate the research of Hofstede and discuss if his perspectives of National culture is still relevant today.
5. Write a note on the challenge of workforce-diversity.
6. Write a note on International Ethics and culture
7. Write a note on Diversity management Programmes.
8. From an organisational perspective evaluate how gender in multicultural teams can impact on work group effectiveness? Give two examples incorporating Middle-Eastern and European cultures.

===END OF PAPER===

2207M019

BACHELOR OF VOCATION
Management-BPM and Analytics
Subject: Cross Culture Management
Subject Code: MHR-602
Semester: Fourth
July 2022
Theory (External): 70 Marks
Time: 03 Hours

Instructions to the Students

1. This Question paper consists of two Sections. All sections are compulsory.
2. Section A comprises 10 questions of objective type in nature. All questions are compulsory. Each question carries 2 marks.
3. Section B comprises 8 essay type questions out of which students need to do any 5. Each question carries 10 marks.
4. Read the questions carefully and write the answers in the answer sheets provided.
5. Do not write anything on the question paper.
6. Wherever necessary, the diagram drawn should be neat and properly labelled

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SECTION –A (SHORT/OBJECTIVE TYPE QUESTIONS)
(10x2=20 Marks)

- A According to Schein's (2004) model of culture, what is the manifestation – and hence observable aspect – of a group's culture?
- values
 - basic assumptions
 - beliefs
 - artefacts
- B A culture is usually recognised to be _____.
- fixed
 - Stable
 - evolving
 - stagnant
- C There are divergent views on whether a culture is manageable. Which of the following views of culture assumes that it is manageable?
- culture as a variable
 - culture as a shared sense of belonging
 - culture as a root metaphor
 - culture as a rulebook
- D Focussing on the symbolic nature of culture encourages us to see leadership as a symbolic activity. Seen through this lens, what is the key focus of leaders?
- being role models
 - Monitoring and rewarding
 - Sense-making and meaning making
 - creating and maintaining rituals
- E Which other leadership theory has been drawn on to explain and explore the key role of leaders within a group's culture and specifically in relation to the group's shared sense of belonging?
- Implicit Leadership Theory

- Path-Goal Theory
 - Leader-member Exchange Theory
 - Social Identity Theory
- F Which of the following is NOT a characteristic of etic cultural research?
- studying cultural characteristics across cultures
 - studying culture and leadership through the lens of natives
 - find universal leadership behaviours
 - compare effectiveness of leadership styles across cultures
- G Which of the following research methods is one that is NOT usually employed as the main data collection method in emic cultural research?
- questionnaires
 - ethnography
 - observations
 - in-depth interviews
- H Which of the following is an example of appreciating diversity?
- Treating women differently
 - Treating people from other ethnic groups fairly
 - Respecting and enjoying cultural and individual differences
 - Tolerating people from different racial groups
- I Which of the following is not a critique of cross-cultural leadership research?
- overly complex conceptualisation of culture and leadership
 - misrepresentations of local cultures and perpetuation of stereotypes
 - false assumption of representative sampling
 - treatment of language as a neutral tool
- J The concept of 'Socialization' is defined as a process by which:
- new members absorb the corporate culture and become acquainted