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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.
   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
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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