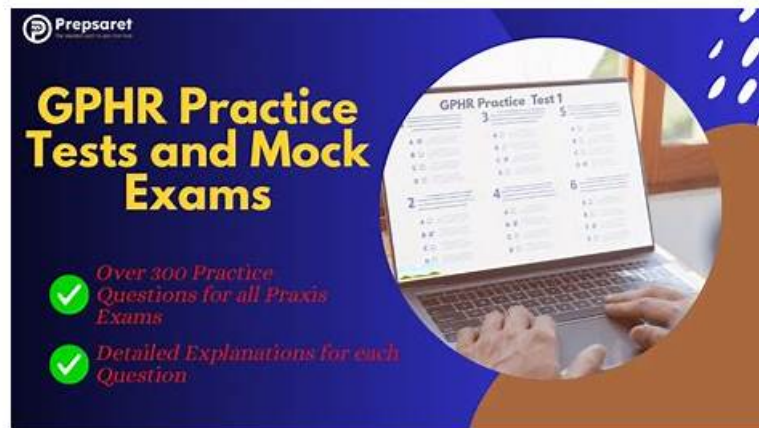


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HRCI Global Professional in Human Resource Sample Questions (Q93-Q98):

NEW QUESTION # 93

A company has been utilizing expatriates from headquarters to fill skill gaps internationally. However, the international assignees have been having problems building trust locally. In addition, the costs to maintain these assignments have been exorbitant. Given the current circumstances, which of the following resource groups may be a better alternative to staffing for future or to fill the international assignment positions in the long term?

- A. Inpatriates
- **B. Local nationals**
- C. Third country nationals
- D. Expatriates

Answer: B

NEW QUESTION # 94

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps.

One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process. When trying to identify potential internal candidates for the Senior Manufacturing Manager/Director position through the skills inventory, which of the following skills is the LEAST relevant ?

- A. Ability to speak Chinese
- **B. Strong technical understanding of manufacturing the designated product line**
- C. Past experience with creating new manufacturing operations
- D. Past international experience

Answer: B

NEW QUESTION # 95

The HR Director of a multinational, U.S.-based company is proposing a staffing plan where foreign offices are staffed with as local nationals as possible instead of expatriates. Which of the following are NOT business justifications for this proposal?

- **A. Compliance with U.S. tax regulations**
- B. Building local expertise competencies
- C. Realization of cost savings
- D. Favorable tax treatment by local government

Answer: A

NEW QUESTION # 96

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps.

One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process. When trying to identify potential internal candidates for the Senior Manufacturing Manager/Director position through the skills

inventory, which of the following skills is the LEAST relevant ?

- A. Ability to speak Chinese
- **B. Strong technical understanding of manufacturing the designated product line**
- C. Past experience with creating new manufacturing operations
- D. Past international experience

Answer: B

NEW QUESTION # 97

The call center department of a global organization has a high new hire attrition rate. The HR manager is responsible for addressing this issue in the organization.

Which of the following is the best recruiting approach to reduce new hire attrition?

- A. On-the-job training (OJT)
- B. Office tour
- **C. Realistic job preview**
- D. Peer-to-peer interviews

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

A Realistic Job Preview (RJP) gives candidates a balanced view of the role, including both positive and challenging aspects. This helps set accurate expectations, leading to:

- * Better job fit
- * Reduced turnover
- * Increased job satisfaction

Especially in high-volume, high-turnover roles like call centers, RJP's help filter out candidates who may struggle with the job's demands.

GPHR Study Guide Extract - Talent Acquisition and Mobility / Recruitment Strategies:

"Providing realistic job previews reduces early-stage attrition by aligning candidate expectations with the actual work environment. This approach improves quality of hire and employee engagement." OJT and peer interviews are onboarding or selection tools, while tours do not address expectation alignment.

NEW QUESTION # 98

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