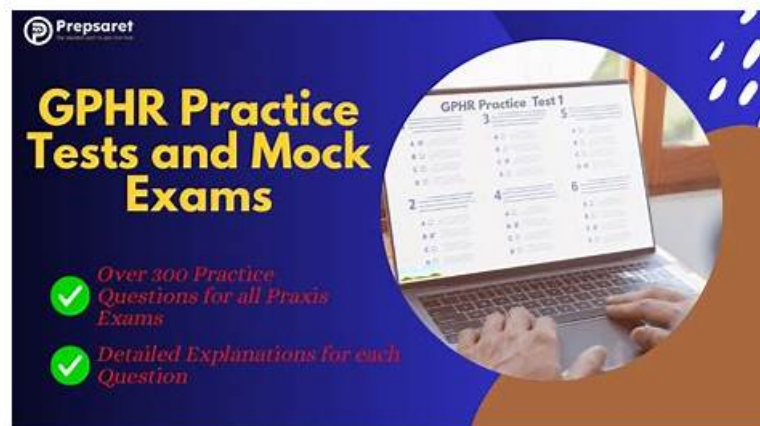


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## HRCI Global Professional in Human Resource Sample Questions (Q97-Q102):

### NEW QUESTION # 97

After two years of selling mostly prototypes of their product, built to customer specifications, a company is beginning to commercialize this product. The current average cost to build the product is \$1000 per unit, where \$600 is the bill of materials and \$400 is the direct labor. The company currently produces at the run rate of the 100 good units per week from 200 total units processed. The firm currently sells the product at \$1500 per unit, without volume discounts. One of the major pressures from their customers is to cut costs by 40% within one year. Which of the following strategies should the firm pursue first based on the following research data? Please assume there is infinite customer demand.

- A. Participate in a joint venture for new R&D that would help reduce costs by 50% by improving yields in Year 1 (20% probability of success)
- B. Licensing out the technology to a corporation in another country that would reduce costs by 55% in Year 1 (15% probability of success)
- C. Acquiring a company overseas in order to manufacture the product, which would reduce costs by 75% in Year 1 (5% probability of the success)

- D. Developing a turnkey operation that reduces costs by 65% in Year 1 (30% probability of the success )

**Answer: D**

#### NEW QUESTION # 98

A high tech company has decided to adopt a fun culture that inspires hard work and innovation. There are wacky, colorful pieces of furniture all around the offices, free lunch is provided on a daily basis in their state-of-the-art kitchen managed by gourmet chefs; all engineers are required to spend one day a week to work on something new and of their own creation. According to Trompenaars, which of the following types of corporate cultures describe this organization?

- A. The Incubator
- B. The Eiffel Tower
- C. The Family
- D. The Guided Missile

**Answer: A**

#### NEW QUESTION # 99

Which of the following are strategic rationales for leveraging cultural diversity in a global organization? (Select TWO options.)

- A. Reduction of legal risk
- B. Competitive advantage
- C. Reduction in time-to-fill
- D. Compliance with Affirmative Action Plan (AAP)
- E. Changing labor force demographics

**Answer: B,E**

Explanation:

Comprehensive and Detailed Explanation:

\* Competitive Advantage- Diverse teams bring broader perspectives, creativity, and innovation, leading to enhanced problem-solving and decision-making, which gives organizations a strategic edge in the global market.

\* Changing Labor Force Demographics- Global organizations must respond to increasing workforce diversity, driven by global mobility, migration, and aging populations. Recognizing and preparing for this shift is a strategic imperative.

GPHR Study Guide Extract - Strategic Global Human Resources / Cultural Diversity and Global Workforce Trends:

"Cultural diversity fosters innovation and enables organizations to respond effectively to diverse customer needs. Global demographic shifts, such as aging populations and increased migration, necessitate inclusive strategies to remain competitive." Legal compliance (AAP) is more reactive and location-specific, not strategic from a global HR perspective.

#### NEW QUESTION # 100

What are the 4P's in Marketing?

- A. Place, Product, Promotion, Partnership
- B. Price, Product, Promotion, Productivity
- C. Price, Place, Product, Promotion
- D. Price, Product, Promotion, Partnership

**Answer: C**

#### NEW QUESTION # 101

The relationship between HR investment and financial performance is most affected by:

- A. A clear link to strategy
- B. Global market fluctuations
- C. Succession planning

- D. Financial planning

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

For HR investments to translate into business performance, they must be strategically aligned. This means HR initiatives should support:

- \* Talent needs for future business goals
- \* Leadership development aligned with organizational direction
- \* Workforce planning that anticipates market shifts

Without a clear link to business strategy, HR spending becomes a cost center, not a value driver.

GPHR Study Guide Extract - Strategic Global Human Resources / HR and Business Strategy Alignment:

"The ROI of HR is realized when initiatives align with business goals. Strategic alignment allows HR to support innovation, growth, and competitive advantage, turning workforce strategy into a driver of financial performance." Succession planning is one component, but strategic linkage provides the broadest impact.

## NEW QUESTION # 102

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