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HRCI Global Professional in Human Resource Sample Questions (Q18-Q23):

NEW QUESTION # 18

Which of the following factor is NOT affected by demographic considerations?

- A. Corporate level strategies

- B. Government and regulatory agencies
- C. Business unit level strategies
- D. Functional strategies

Answer: D

NEW QUESTION # 19

A company has two locations and is in the domestic stage of globalization. The firm has identified an objective to become a truly multinational corporation in 5 years in order to become competitive and reduce overall costs of operations. Given this strategic goal, which of the following international assignments would result in the highest ROI?

- A. Sales executive with the following tangible costs = \$180,000 salary + \$70,000 allowances + \$60,000 services to open up the market in the second location
- B. Operations executive with the following tangible costs = \$180,000 salary + \$70,000 allowances + \$60,000 services to open up operations in the second location
- C. Human resources manager with the following tangible costs = \$105,000 salary + \$70,000 allowances + \$60,000 services to open up operations in the second location
- D. Customer service coordinator with the following tangible costs = \$55,000 salary + \$50,000 allowances + \$30,000 services to open up the market in the second location

Answer: B

NEW QUESTION # 20

A global team is made up of 5 individuals and a manager. The manager is located at headquarters in the U.S., 2 individuals are in Europe, and 3 individuals are in 3 different locations in Asia. The manager defines the group's goals, delegates work, and makes tough decisions when necessary. His team is made up of a creative innovator, a person to deal with all of the operational details and requirements, a person who continuously communicates across the group and explores alternatives; a strategic thinker, and a person to evaluate and curtail potential errors and negative consequences. In this scenario, which of the following is NOT an aspect that the manager should monitor in order to ensure a successful global team?

- A. Establishing goals and boundaries across the team
- B. Resolving conflicts amongst the team
- C. Add a person into the team to play the coordinator role
- D. Building trust amongst the team

Answer: C

NEW QUESTION # 21

According to the European Union and the International Labor Organization (ILO), which of the following legal instruments is non-binding?

- A. Opinions
- B. Directives
- C. Regulations
- D. Conventions
- E. Decisions

Answer: A

NEW QUESTION # 22

Which of the following competencies is required for a global leader to succeed cross-functionally across groups?

- A. Transferring knowledge

- Answer: D**

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