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HRCI Global Professional in Human Resource Sample Questions (Q80-Q85):

NEW QUESTION # 80

The most important business objective of diversity and inclusion programs is to:

- A. Increase awareness of employee affinity groups.
- B. Implement a proactive approach to defend against bias-related litigation.
- C. Ensure an equal number of men and women.
- **D. Increase productivity by leveraging contributions of a broader talent pool.**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

While legal compliance and awareness matter, the primary objective of D&I initiatives is business impact- improving innovation, collaboration, and performance by harnessing diverse perspectives.

GPHR Study Guide Extract - Strategic Global Human Resources / Diversity and Inclusion Strategy:

"The true value of D&I lies in its ability to enhance productivity by tapping into the full range of employee skills, perspectives, and experiences." Gender balance and affinity groups support inclusion, but productivity is the strategic outcome.

NEW QUESTION # 81

The HR Manager is creating an interactive training program on recruiting for a group of 20 R&D managers as well as one for a group of 20 production line leads. Which of the following is NOT a factor to consider bearing in mind these target audiences ?

- A. Production line leads are probably kinesthetic learners
- B. R&D managers have probably had similar training in the past
- **C. For the production line lead group, the best media to present this information is a video**
- D. The facilitator for the group of R&D managers should be a subject matter expert that can express content as "A" causes "B" incidents

Answer: C

NEW QUESTION # 82

What is the term used to describe local employees working at a multinational organization's headquarters?

- A. Parent-company nationals
- **B. Host-country employees**
- C. International assignee
- D. Third-country nationals

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Host-country employees are individuals working in their country of origin for a multinational organization.

So, if a Dutch citizen is employed at the Netherlands office of a U.S.-based company, they are a host-country national.

Even if this office is a regional headquarters, the term applies because it refers to the individual's nationality relative to the job location, not corporate HQ.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Employee Classifications:

"Host-country nationals are employees who are citizens of the country in which the organization's branch or subsidiary is located.

They differ from parent-country nationals (PCNs) and third-country nationals (TCNs) in international staffing." PCNs are citizens of the organization's HQ country. TCNs are employees working outside both their home and company HQ country.

NEW QUESTION # 83

An organization is creating an incentive pay plan for its global executives. Due to time pressures, the HR Director is not able to perform a complete analysis as to the measures that should be evaluated for each executive. Therefore, since the focus of the organization this year is on meeting revenue targets in order to reach break-even in 2 years, the HR Director and CEO recommend to the Board of Directors an incentive plan for each executive tied to this year's revenue only. Which of the following statements is true in regards to the incentive pay plan?

- A. This is not an effective executive incentive pay plan because it does not have a sunset clause
- B. This executive incentive pay plan is not a win-win situation
- C. This is not an effective executive incentive pay plan because it does not incorporate goals line of sight
- D. This is not an effective executive incentive pay plan because it does not aligned with the organizational goals and objectives

Answer: C

NEW QUESTION # 84

Which of the following challenges is faced PRIMARILY when developing a global competency model?

- A. Base model only on past experience
- B. Differences in perceptions of various attributes
- C. Balance the day-to-day demands with strategic plans
- D. View the global plan as a sum of individual country plans

Answer: B

NEW QUESTION # 85

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