

HRCI GPHR Real Exam Questions - New GPHR Cram Materials

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HRCI GPHR Practice Questions With Verified Answers Latest 2024|

Exam A

QUESTION 1
In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

A. Local culture
B. Professional culture
C. National culture
D. Corporate culture

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

A. Automatic representation
B. Government mandate approach
C. Positive approach
D. Employer free speech

Correct Answer: D
Section: (none)
Explanation
Explanation/Reference:

QUESTION 3 An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the MOST critical to ensure success on the job?



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HRCI Global Professional in Human Resource Sample Questions (Q63-Q68):

NEW QUESTION # 63

Which compensation approach pays expatriates consistent with host-country employees?

- A. Home-country balance sheet
- B. Local plus
- **C. Localization**
- D. Host-country balance sheet

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Localization means that expatriates are paid like local employees in the host country, often with some transitional support or legacy benefits. It involves:

- * Paying in local currency
- * Adjusting to local compensation levels
- * Removing expatriate premiums over time

GPHR Study Guide Extract - Global Compensation and Benefits / Localization Strategy:

"Localization is a compensation model in which the expatriate is placed on the host-country payroll and paid according to local market conditions, sometimes with transitional benefits." This is increasingly used for long-term international employees or those who choose to remain abroad.

NEW QUESTION # 64

In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes across the various office locations. Which of the following types of culture would be the LEAST valuable to evaluate in order to develop a valid and reliable model?

- A. Corporate culture
- **B. Professional culture**
- C. National culture
- D. Local culture

Answer: B

NEW QUESTION # 65

Which of the following individuals' participation would add the LEAST value in the selection process to find the most suitable candidate for an international assignment?

- A. Home country supervisor
- **B. Home country co-worker**
- C. Another expatriate who has worked in the host country
- D. Host country supervisor

Answer: B

NEW QUESTION # 66

You are in the process of evaluating the current global compensation structure, which is based on headquarters biases. One of the remote offices has a very unique culture. Because their culture is diffuse often combining family, life, and work together, is universalistic, and focuses on the collective group.

On the other hand, the other locations, including headquarters, have a culture that is particularistic, individualistic, and specifically divides work and family. Which of the following aspects of the current structure might be affecting the unique location by the lack of adaptation to local pressure?

- A. Every employment offer is detailed in writing
- B. Defined goals are clear, relevant, and ensure line of sight
- C. Company has adopted a gainsharing plan
- **D. Company has adopted an aggressive sales commission plan for each salesperson**

Answer: D

NEW QUESTION # 67

Which of the following describes a statement that specifies the activities which the organization intends to pursue and the course it has charted for the future ?

- A. Vision Statement
- **B. Mission Statement**
- C. Organizational Values
- D. Strategic Plan

Answer: B

NEW QUESTION # 68

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