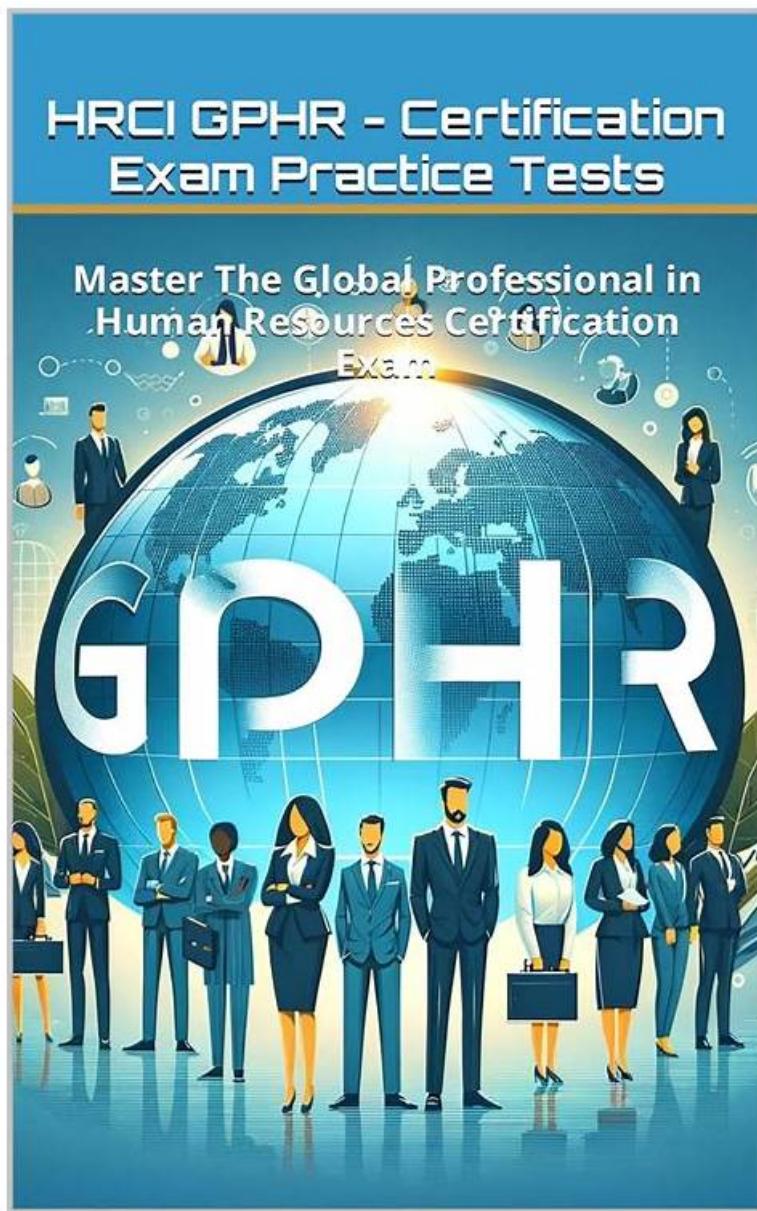


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HRCI Global Professional in Human Resource Sample Questions (Q116-Q121):

NEW QUESTION # 116

Which factor has a direct impact on the effectiveness of the HR function?

- A. Improving operations
- B. Enhancing profitability
- C. Ensuring leadership well-being
- D. **Understanding stakeholders**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Understanding stakeholders-both internal and external-is essential for HR to align its strategies with organizational goals. Effective stakeholder engagement allows HR to design initiatives that meet business needs and employee expectations.

GPHR Topic Reference:

Strategic Global Human Resources - Stakeholder Analysis and Engagement:

"An understanding of the organization's stakeholders is fundamental to shaping HR's strategy and ensuring its contribution to business performance."

NEW QUESTION # 117

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Perception skills
- B. **Family-spouse adjustment**
- C. Self-efficacy
- D. Relationship skills

Answer: B

NEW QUESTION # 118

What is the first step in creating an international assignment policy?

- A. Developing benefits and compensation models
- B. **Determining the type of assignments the organization will use**
- C. Identifying assignment locations
- D. Creating a communication plan for stakeholders

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Before designing policies and benefits, HR must define what types of assignments will be supported, such as:

* Short-term vs. long-term

* Developmental vs. strategic

* Rotational or commuter assignments

Each type has unique needs in terms of compensation, compliance, and support.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Assignment Planning and Design:

"A clear understanding of assignment types is essential in crafting effective mobility policies. This decision informs the structure, duration, and support mechanisms for each assignment." Skipping this step can result in misaligned benefits or inconsistent support.

NEW QUESTION # 119

Let's assume you are a HR Manager at a high tech start-up company in its late stages with 3 rounds of funding. The firm's cash balance is \$13 million, with a burn rate off \$1 million/per month. It anticipates a break-even within 1 1/2 years, and there are no plans for acquisition or IPO within the next year. The company is an opto-electronics company, which is a highly specialized niche within the telecommunications industry. You are building out a team for Operations, which will be made up of experienced individuals from top competitor. What is the most appropriate compensation philosophy for this organization?

- A. Lag the market
- B. Lead the market
- C. Compensation that the ideal candidate demands
- **D. At the market**

Answer: D

NEW QUESTION # 120

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

- A. Individual assessment
- B. Task assessment
- **C. Training and development**
- D. Benchmarked results

Answer: C

NEW QUESTION # 121

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