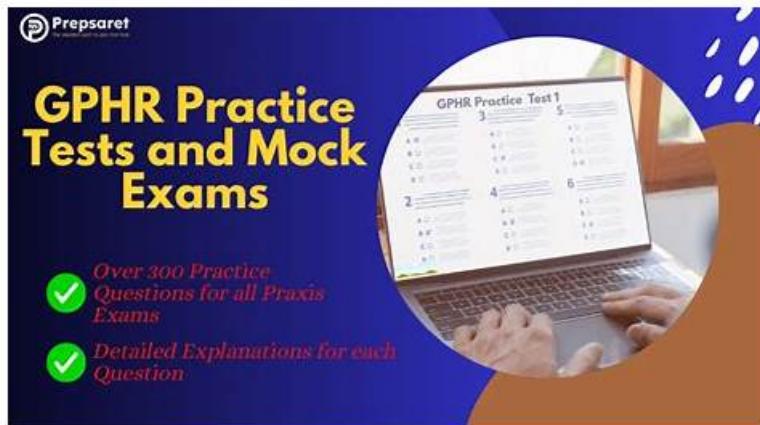


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HRCI Global Professional in Human Resource Sample Questions (Q97-Q102):

NEW QUESTION # 97

As the part of its corporate restructuring program, a corporation has invested in a manufacturing site ten miles

outside of Bangkok, Thailand. Which of the following factors is NOT a labor market factor that might affect the compensation strategy?

- A. Demand for labor
- B. Types of renumeration sought
- C. Geographic concentration of labor around Bangkok, Thailand
- D. Inflation and interest rates are rapidly rising

Answer: D

NEW QUESTION # 98

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

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

Answer: C

NEW QUESTION # 99

Which category of employees is likely to have the widest pay range?

- A. Executives
- B. Administrative Assistants
- C. Engineers
- D. Mechanics

Answer: A

NEW QUESTION # 100

In a greenfield operation, which due diligence issue needs to be considered?

- A. Vested benefits
- B. Employee turnover
- C. Local economy
- D. Unwritten policies

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

A Greenfield operation involves establishing a new business facility in a foreign market from scratch. This includes acquiring land, constructing buildings, and recruiting staff. One of the most crucial factors during the due diligence phase is understanding the local economy, including:

- * Availability of talent
- * Infrastructure stability
- * Inflation and currency risks
- * Local supply chains and logistics

Without a solid grasp of the economic environment, the company could face unforeseen costs or project delays.

GPHR Study Guide Extract - Strategic Global Human Resources / Market Entry Strategies - Greenfield Ventures:

"Greenfield operations require detailed due diligence on the local economy, labor availability, and political environment. These factors determine the feasibility and sustainability of new infrastructure and operations." Vested benefits and turnover apply more to acquisitions or mergers where employees and policies already exist.

NEW QUESTION # 101

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

Answer: D

NEW QUESTION # 102

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