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## HRCI Global Professional in Human Resource Sample Questions (Q83-Q88):

### NEW QUESTION # 83

A company decides to develop a bonus program as an incentive for employees to increase the number of corporate-owned patents and product innovations. The human resources department is responsible for measuring the increase in the number of patents over time and the increase in the number of R&D projects. Which of the following types of measure **BEST** describes these metrics ?

- A. Value creation measure
- B. Activity measure
- C. Results measure
- D. Results & Value creation measure
- E. **Activity & Value creation measure**

**Answer: E**

#### NEW QUESTION # 84

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

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

**Answer: D**

#### NEW QUESTION # 85

A high tech company has decided to adopt a fun culture that inspires hard work and innovation. There are wacky, colorful pieces of furniture all around the offices, free lunch is provided on a daily basis in their state-of-the-art kitchen managed by gourmet chefs; all engineers are required to spend one day a week to work on something new and of their own creation. According to Trompenaars, which of the following types of corporate cultures describe this organization?

- A. **The Incubator**
- B. The Guided Missile
- C. The Eiffel Tower
- D. The Family

**Answer: A**

#### NEW QUESTION # 86

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

**Answer: C**

#### NEW QUESTION # 87

An employee in Canada brings a charge against an organization headquartered in the U.S. for a wrongful dismissal. The organization appoints a third-party to make a binding decision for resolution.

Which of the following describes this method of Alternative Dispute Resolution (ADR)?

- A. Mediation
- B. **Arbitration**
- C. Litigation
- D. Conciliation

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation:

Arbitration is a formal process where an neutral third-party (arbitrator) makes a binding decision on a dispute. It is:

\* Quicker and more private than litigation

\* Often contractually agreed upon

\* Common in international labor contexts

GPHR Study Guide Extract - Workforce Relations and Risk Management / Alternative Dispute Resolution (ADR):

"Arbitration is used when parties agree to resolve disputes outside court through a neutral arbitrator whose decision is binding. It is particularly valuable in international employment disputes." Mediation is non-binding, focused on facilitated negotiation. Conciliation is similar but even less formal.

## NEW QUESTION # 88

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