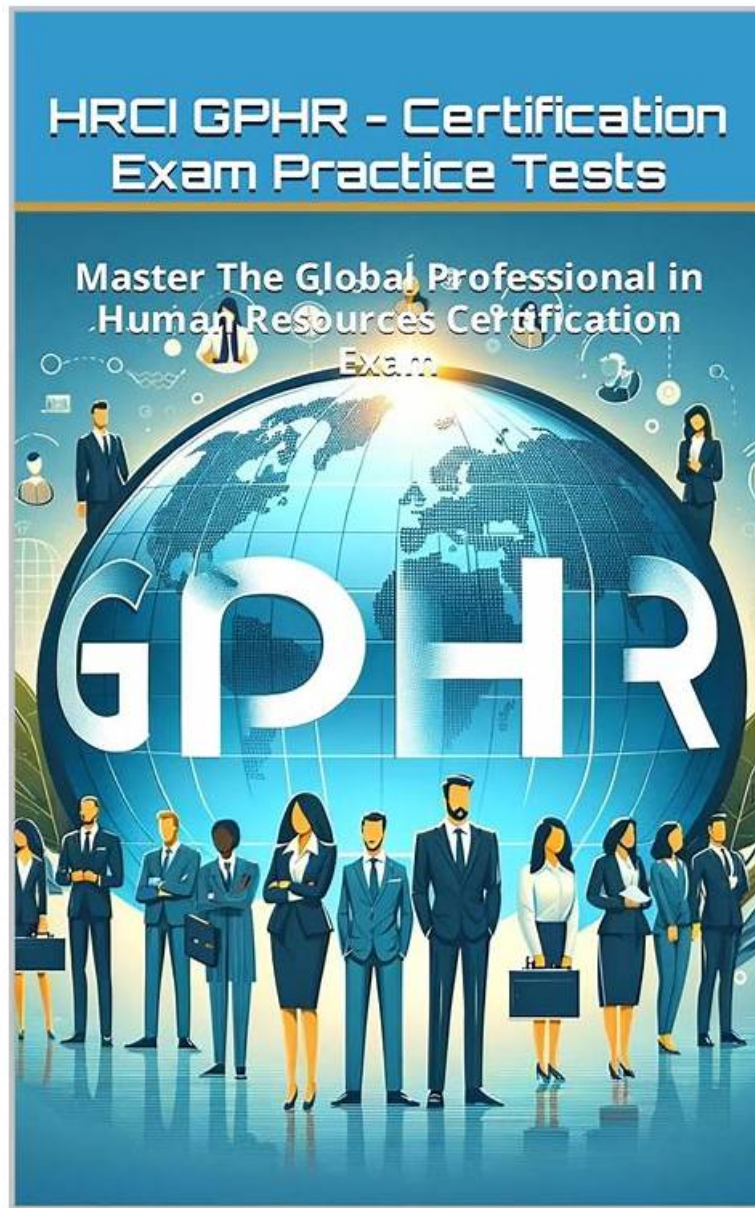


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HRCI Global Professional in Human Resource Sample Questions (Q112-Q117):

NEW QUESTION # 112

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

Answer: A

NEW QUESTION # 113

Which of the following represents a HR strategic activity?

- A. Recruitment of staff for new R&D project
- B. Implement annual performance appraisal programs
- C. Provide specific job training programs
- **D. Designing an employment brand**

Answer: D

NEW QUESTION # 114

According to Gregersen and Black, which of the following type of expatriate is the most likely to work through problems by constantly weighing the pros and cons of basing decision s on localized values vs. the corporation's standardized procedures and processes?

- **A. Dual citizen**
- B. Free agent
- C. Homebound expatriate
- D. Expatriate who "goes native"

Answer: A

NEW QUESTION # 115

Which of the following elements of a competency model allows for clear feedback to employees regarding their career growth?

- A. Highly complex competency model
- B. Extremely broad competencies
- C. Highly precise competencies
- D. Highly integrated competency model across the organization

Answer: C

NEW QUESTION # 116

An organization is in the global stage of globalization. Which of the following BEST describes the key functions of human resources professionals working in this company at this time?

- A. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused on change partner and navigator role.
- B. Experts at moving resources back and forth across countries. Focused on only navigator role.
- C. Experts at moving resources back and forth across countries. Focused on change partner and navigator role.
- D. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused builder and change partner role.

Answer: C

NEW QUESTION # 117

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