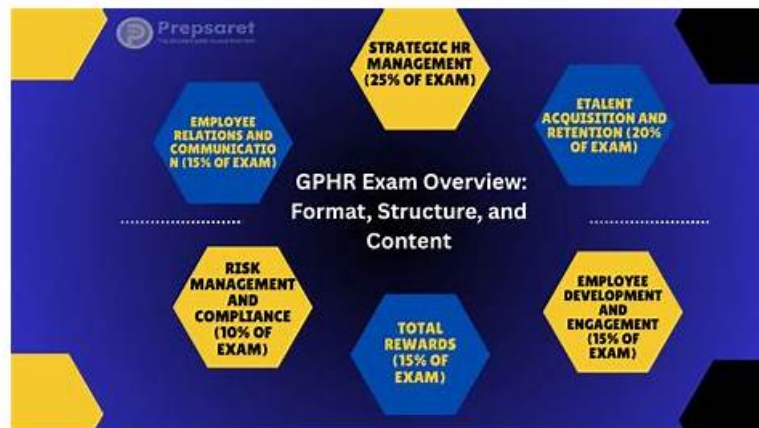


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## HRCI Global Professional in Human Resource Sample Questions (Q115-Q120):

### NEW QUESTION # 115

In order to measure staffing effectiveness, a company measures the yield ratio of offers to interviews. According to the research, the company yields the following ratios for the following staffing sources: contingency firms (15% first year's salary) 1/10, website (1% G&A costs) 2/12, employee referrals (\$0 cost) 3/9, internal recruiters (4% G&A costs) 1/15. Which of the following decisions is a good decision based on the information provided above ?

- A. Pursue use of alternate staffing sources
- **B. Promote employee referrals**
- C. Terminate internal recruiters
- D. Pursue relationships with alternate contingency firms

**Answer: B**

**NEW QUESTION # 116**

Which of the following is NOT a benefit of a company and community site visit and orientation before an individual decides to accept an international assignment?

- A. Reduces employee turnover
- B. Helps an organization to dispel unrealistic expectations
- C. Encourages self selection
- **D. Results in the selection of the most qualified candidate**

**Answer: D**

**NEW QUESTION # 117**

A U.S. Based high tech company has built a R&D office in Bangalore, India. Four years have passed since greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and has trained and developed managerial skills of its newly recruited managers in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. However, the site still lacks technical knowledge in a particular area. Which of the following types of international assignments is the most appropriate in order to fill this knowledge gap ?

- A. Localized transfer
- **B. Short-term assignment**
- C. International commuting
- D. Long-term expatriation

**Answer: B**

**NEW QUESTION # 118**

A company is considering moving its production offshore to Shenzhen, China. The HR Manager is tasked with identifying the supply and demand for skilled labor, the costs of recruiting workers, and the turnover trends in the area. When conducting this environmental scan, which of the following types of influences best describes these indicators?

- **A. Labor market factors**
- B. International factors
- C. Political factors
- D. Economic factors

**Answer: A**

**NEW QUESTION # 119**

The HR Director of a multinational, U.S. based company is proposing a staffing plan where foreign office are staffed with as many third country nationals as possible instead of expatriates. Which of the following is an advantage to utilizing third country nationals vs. expatriates to fill international assignments?

- **A. Helps to create a truly global workforce**
- B. Facilitates global integration and standardization
- C. Helps solve specific problems to meet specific needs
- D. Helps to develop a pool of global executives

**Answer: A**

**NEW QUESTION # 120**

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