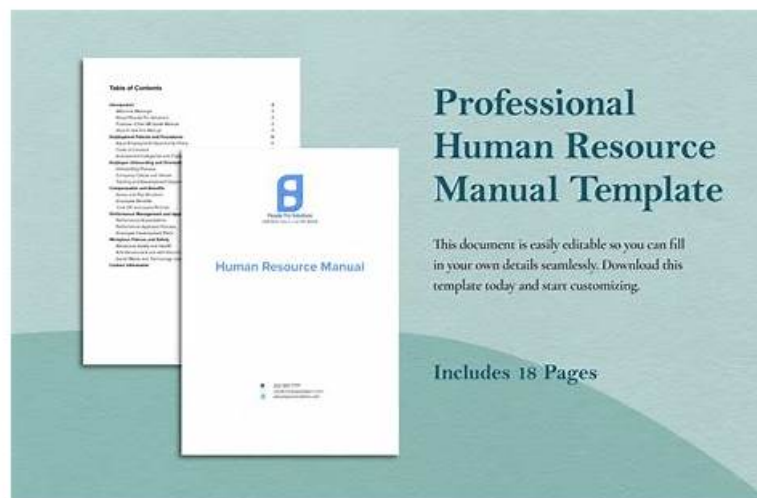


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HRCI Global Professional in Human Resource Sample Questions (Q53-Q58):

NEW QUESTION # 53

Which of the following is the primary objective for corporate recognition programs?

- A. Reward long service
- B. Improve training efforts
- **C. Increase employee efforts**
- D. Reduce voluntary turnover

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

The core goal of recognition programs is to reinforce positive behaviors that support business goals, such as:

- * Exceeding performance expectations
- * Demonstrating core values
- * Innovating or collaborating effectively

These programs are designed to motivate and energize employees, leading to increased discretionary effort.

GPHR Study Guide Extract - Talent and Organizational Development / Motivation and Recognition:

"Recognition programs are powerful tools for influencing behavior. When strategically aligned, they drive effort, reinforce values, and enhance organizational performance." Reducing turnover or rewarding tenure are possible byproducts, but the focus is on effort and impact.

NEW QUESTION # 54

Which of the following is the most prevalent reason for a long-term, learning-driven expatriate assignment?

- A. Problem solving
- B. Cost control
- C. Employee retention
- **D. Competency development**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Competency development is the primary strategic reason for sending employees on long-term, learning-based assignments. These assignments are intended to:

- * Build global leadership capability
- * Enhance cross-cultural competence
- * Provide exposure to complex business environments

This creates a pipeline of future global leaders, aligning with talent and succession strategy.

GPHR Study Guide Extract - Talent and Organizational Development / International Assignments for Development:

"Organizations increasingly view international assignments as leadership development tools. Long-term placements help high-potential employees gain strategic insights, develop cultural awareness, and expand their organizational influence." Retention is a benefit, not the goal. Cost control is a concern but not a motivator for development-driven assignments.

NEW QUESTION # 55

A company is considering moving its production offshore to Shenzhen, China. Which of the following is NOT a potential negative consequence of this strategy?

- A. Large initial investment during transfer of knowledge
- B. Decline in employee morale due to fear of losing their jobs
- C. Loss of R&D capability
- D. Inhibits internal development of critical skills and knowledge

Answer: C

NEW QUESTION # 56

Which of the following factors is NOT likely an issue a human resources professional would help a family to work through to determine the appropriateness of an international assignment for the family at that time?

- A. Is the family stable and relationships currently harmonious?
- B. Is there a history of drug abuse in the family?
- C. Is adventure and discovering new things characteristic of the family?
- D. Are the children open to moving to the host country?

Answer: B

NEW QUESTION # 57

Productivity measures the _____ and _____ of work done, taking into account the cost of the resources it took to do the work

- A. input and output
- B. output and quantity
- C. output and capital
- D. quantity and quality

Answer: D

Explanation:

Explanation/Reference:

NEW QUESTION # 58

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