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

NEW QUESTION # 53

Which of the following is an intangible benefit of an international assignment?

- A. Development of technical skills by local workers
- **B. Increased alignment of host country goals with overall company goals and objectives**
- C. Faster cross-border project completion times
- D. Increased process efficiency

Answer: B

NEW QUESTION # 54

Which of the following statements describes a false positive in the selection process?

- A. A qualified candidate who was hired
- B. An unqualified candidate who was rejected
- C. A qualified candidate who was rejected
- **D. An unqualified candidate who was hired**

Answer: D

NEW QUESTION # 55

Which of the following describes an employee's motivational potential, according to the job characteristics model?

- A. Skill variety, task identity, task significance, autonomy, feedback
- B. Ability to implement, responses, feedback
- C. Motivation factors and incentives
- D. Job analysis, task significance

Answer: A

NEW QUESTION # 56

Which of the following competencies is required for a global leader to succeed cross-functionally across groups?

- A. Obtaining information
- B. Selling
- C. Transferring knowledge
- D. Establishing credibility

Answer: B

NEW QUESTION # 57

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps. One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outputs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process. When trying to identify potential internal candidates for the Senior Manufacturing Engineering position through the skills inventory, which of the following skills is the MOST relevant?

- A. Ability to speak Chinese
- B. Adaptability with working with different people from different cultures
- C. Past international experience
- D. Strong technical understanding of manufacturing designated product line

Answer: D

NEW QUESTION # 58

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