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1. Strategic Global Human Resources (25%) 2. Global Talent Management (20%) 3. Global Mobility (15%) 4. Workplace Culture (15%) 5. Total Rewards (15%) 6. Risk Management and Compliance (10%)

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HRCI Global Professional in Human Resource Sample Questions (Q30-Q35):

NEW QUESTION # 30

What should be the first step when developing a global HR strategic plan ?

- A. Assess HR resources available to implement plan
- **B. Identify HR vision and goals**
- C. Identify S.M.A.R.T. HR objectives that align with organizational goals
- D. Determine how each HR tactical activity aligns with organizational goals

Answer: B

NEW QUESTION # 31

You are responsible for hiring an entry-level engineer position in Bangalore, India. Which of the following recruitment sources is the least likely to be used?

- A. Post jobs online on corporate website
- B. Recruiting at colleges? vocational schools
- **C. Contingency-basis employment agencies**
- D. Employee referral program

Answer: C

NEW QUESTION # 32

An organization allows its employees to make 2% of compensation contributions to a retirement plan. After retirement, the company promises to pay employees 50% compensation using the final pay formula. Which of the following is this an example of?

- A. Totalization agreement
- B. Lump sum payment
- C. Defined contribution plan
- **D. Defined benefit plan**

Answer: D

NEW QUESTION # 33

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

- A. Task assessment
- **B. Training and development**
- C. Individual assessment
- D. Benchmarked results

Answer: B

NEW QUESTION # 34

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 # 35

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