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## HRCI Global Professional in Human Resource Sample Questions (Q91-Q96):

### NEW QUESTION # 91

Which of the following functions does a job description NOT serve?

- A. Tool for HR planning
- **B. Tool for diversity plan**
- C. Tool for selection criteria
- D. Tool during performance appraisals

**Answer: B**

### NEW QUESTION # 92

Which of the following is one of the most difficult challenges when designing benefits programs for different countries?

- **A. Understanding the wide variety of approaches to benefits used in each country**
- B. Obtaining local market data for benefits offered in each country
- C. Evaluating a standard cost-of-benefits allowance in the market of each country

- D. Deciding the amount that employees will pay for benefits in each country

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Each country has unique benefit expectations, regulatory requirements, and delivery mechanisms. This makes it incredibly complex to:

- \* Ensure competitive parity
- \* Achieve compliance
- \* Adapt programs to cultural norms

GPHR Study Guide Extract - Global Compensation and Benefits / Benefits Strategy and Design:

"The wide variety of approaches to benefits—from state-funded healthcare to mandated pensions—creates one of the most difficult design challenges in global HR strategy." This complexity exceeds technical or cost challenges, requiring deep local expertise and cross-border coordination.

### NEW QUESTION # 93

Which of the following actions is a PRIMARY deterrent against employees organizing to form labor unions?

- A. Employer encourages a participative style management
- B. Creation of work councils
- C. Creation of codetermination requirements
- D. Developing an alternative dispute resolution mechanism

**Answer: D**

### NEW QUESTION # 94

A technology organization in an expensive labor market is faced with rising costs and a lack of suitable software developers. In order to quickly solve this issue, the best recommendation an HR manager can propose is:

- A. Offshoring
- B. Outsourcing
- C. Acquisition
- D. Joint venture

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Offshoring refers to relocating business functions to a different country to reduce labor and operational costs.

It's a viable solution when:

- \* The home market is expensive
- \* Local talent is limited
- \* The business seeks long-term operational efficiency

Unlike outsourcing (external third-party provider), offshoring retains internal control but leverages cheaper labor markets.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Sourcing and Offshoring:

"Offshoring involves moving business operations to another country to leverage cost advantages or labor availability. It maintains organizational control while addressing labor shortages or high costs." Joint ventures and acquisitions are more complex and time-intensive, making offshoring the fastest tactical fix.

### NEW QUESTION # 95

Which of the following stages of the International Assignment Process model is the most critical in determining the success of an international assignment?

- A. Completing the assignment
- B. Pre-departure preparation
- C. On assignment
- D. Assessment and selection

**Answer: D**

### NEW QUESTION # 96

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