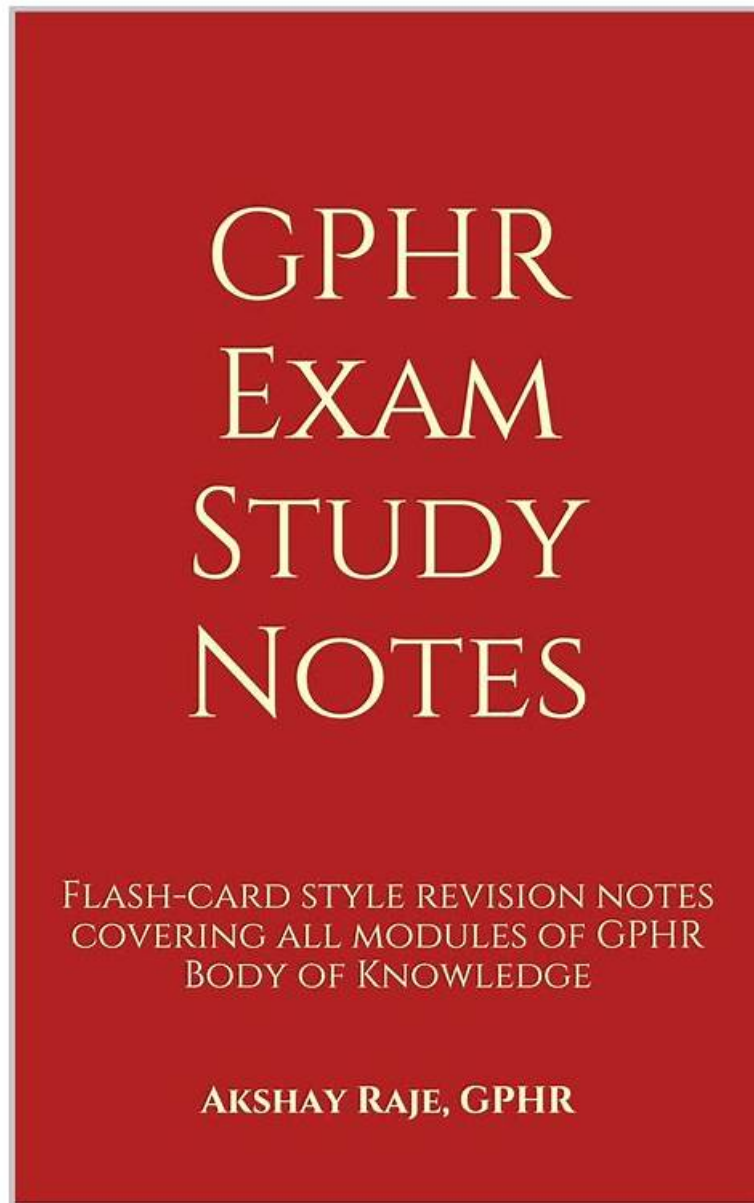


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HRCI Global Professional in Human Resource Sample Questions (Q90-Q95):

NEW QUESTION # 90

Which of the following groups would NOT be considered to be subject matter experts (SME's) of a job function?

- A. Current incumbents
- B. Trained job analysts
- C. Supervisors
- D. Direct reports

Answer: D

NEW QUESTION # 91

A company just posted openings for entry-level finance positions. There were 400 total job applicants. The organization narrows the candidate pool to 20 qualified applicants and schedules interviews with all of them. The company offers employment to 10 applicants and 6 individuals accept the offers. What is the yield ratio of offers to interviews?

- A. 33%
- B. 2.5%
- C. 60%
- D. 50%

Answer: D

NEW QUESTION # 92

HR Management is a key factor in building competitiveness through its alignment with the organization's strategies. Which of the following BEST describes the functions of personnel focused on achieving this aspect of their role ?

- A. The change partner, operational, and administrative
- B. The builder, strategic, and operational
- C. The navigator, strategic, and operational
- D. The navigator, operational, and administrative

Answer: B

NEW QUESTION # 93

A research scientist is being transferred from a work site in Bangalore, India to a three-year assignment at the organization's headquarters in Seattle, Washington, United States (US). Which visas should the organization apply for to cover both the employee and their spouse?

- A. F-1 and F-2
- B. B-1 and B-2
- C. L-1 and L-2
- D. J-1 and J-2

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

The correct visas for an intra-company transfer of a professional employee are the L-1 (for the employee) and L-2 (for the

spouse/dependent). The L-1 visa is specifically designed for employees of multinational companies being transferred to a U.S. parent, subsidiary, or affiliate for long-term assignment.

* L-1A: for executives and managers

* L-1B: for employees with specialized knowledge

* L-2: for spouses and dependents of L-1 visa holders, often with work authorization
GPHR Study Guide Extract - Global Talent Acquisition and Mobility / International Assignment Legal Compliance:

"The L-1 visa is commonly used for intra-company transfers of managers, executives, or those with specialized knowledge to a U.S. office. The L-2 visa allows accompanying family members to reside and, in many cases, work in the U.S." Other visas listed (B-1/B-2, F-1/F-2, J-1/J-2) are for temporary business, students, or exchange visitors-not suitable for work relocation.

NEW QUESTION # 94

A corporation is considering building a greenfield operation for a R&D site in Bangalore, India. According to the strategic plan, technical managers from headquarters will manage these employees and incorporate them in their current engineering product deployments. Which of the following is NOT an advantage of pursuing heterogeneous global teams?

- A. Transfer of knowledge between the two or more sites
- B. Easier to agree on a specific decision
- C. Local responsiveness to customers
- D. More innovative ideas developed

Answer: B

NEW QUESTION # 95

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