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What is the duration, language, and format of GPHR Exam

- Length of Examination: 180 mins
- Passing Score: 71%
- Type of Questions: This test format is multiple choice.
- language: English
- Number of Questions: 140 scored questions (mostly multiple-choice) + 25 pretest questions

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HRCI Global Professional in Human Resource Sample Questions (Q117-Q122):

NEW QUESTION # 117

Which of the following is NOT a potential reason for a company's decision to fill a position through an international assignment?

- A. Lack of core skill sets for the position available in the area
- B. **Specific person is the most qualified candidate for the job**
- C. Assist in creating alignment with headquarters' goals and objectives
- D. Assist in developing a consistent culture across the corporation

Answer: B

NEW QUESTION # 118

Which of the following are fundamental elements for communicating to a global workforce? (Select TWO options.)

- A. Openness
- **B. Sensitivity**
- C. Detail
- **D. Structure**
- E. Intuition

Answer: B,D

Explanation:

Comprehensive and Detailed Explanation:

Global communication must be both structured and sensitive:
 * **Structure:** Ensures consistency across languages and time zones. Structured communication avoids confusion and helps align expectations, especially in low-context cultures (e.g., U.S., Germany).

* **Sensitivity:** Acknowledges cultural differences, including communication preferences, decision-making styles, and feedback practices. Without it, messages may offend or be misinterpreted.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Communication Strategies:

"Effective global communication requires both structure-to ensure clarity across languages-and sensitivity-to respect cultural norms and foster inclusive dialogue. Misaligned communication can undermine trust and productivity." Openness and intuition are style-based and not always applicable across all cultures or hierarchical contexts.

NEW QUESTION # 119

Let's assume you are training assemblers on how to use the production database to enter and track data on the status of work in process. In addition, in compliance with internal ISO 9001 procedures, you must evaluate the status of the training for the individual as (1) performs with close supervision, (2) performs with minimal supervision, (3) capable of supervising others, or (4) extended training.

Which of the following level of learning (as described by Bloom's taxonomy) would best describe an individual who "performs with minimal supervision"?

- A. Knowledge
- B. Evaluation
- **C. Application**
- D. Synthesis

Answer: C

NEW QUESTION # 120

After two years of selling mostly prototypes of their product, built to customer specifications, a company is beginning to commercialize this product. The current average cost to build the product is \$1000 per unit, where \$600 is the bill of materials and \$400 is the direct labor. The company currently produces at the run rate of 100 good units per week from 200 total units processed. The firm currently sells the product at \$1500 per unit, without volume discounts. One of the major pressures from their customers is to cut costs by 40% within one year. Which of the following strategies should the firm pursue first based on the following research data? Please assume there is infinite customer demand.

- **A. Developing a turnkey operation that reduces costs by 65% in Year 1 (30% probability of success)**
- B. Participate in a joint venture for new R&D that would help reduce costs by 50% by improving yields in Year 1 (20% probability of success)
- C. Licensing out the technology to a corporation in another country that would reduce costs by 55% in Year 1 (15% probability of success)
- D. Acquiring a company overseas in order to manufacture the product, which would reduce costs by 75% in Year 1 (5% probability of the success)

Answer: A

NEW QUESTION # 121

What is the greatest drawback of using a home-country-based balance sheet versus a headquarters- based balance sheet compensation approach for expatriates?

- A. Equity between the expatriate and that of local compensation
- B. Differences in assignee purchasing power from one host country to another
- C. Expatriates' reluctance to be repatriated to their home countries
- D. Perceived inequity of treatment based on country of origin

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

A home-country-based balance sheet aligns pay with the employee's home market, but in multinational settings, this can cause inequity among expatriates from different countries.

For example, a German and a Brazilian expatriate on the same assignment may receive very different compensation packages, simply due to home-country salary levels, despite doing the same job.

GPHR Study Guide Extract - Global Compensation and Benefits / Expatriate Compensation Approaches:

"The home-country balance sheet approach often results in perceived inequities across multinational teams, especially when compensation varies widely based on country of origin." A headquarters-based approach is more consistent across assignees, helping manage fairness and parity.

NEW QUESTION # 122

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