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WORKology

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HRCI Global Professional in Human Resource Sample Questions (Q126-Q131):

NEW QUESTION # 126

Which of the following BEST identifies the stages in the strategic planning process ?

- A. Mission & Objectives -> Determine Action Plans -> Strategy Implementation -> Evaluation & Control
- B. Strategy Development -> Strategy Formulation -> Strategy Implementation -> Strategy Evaluation
- C. Mission & Objectives -> Strategy Formulation -> Environmental scanning -> Strategy Implementation -> Evaluation & Control
- **D. Mission & Vision -> Determine Strategic Issues by performing a Gap Analysis, SWOT Analysis, & Benchmarking -> Strategy Formulation -> Strategy Implementation -> Evaluation & Control**

Answer: D

NEW QUESTION # 127

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- B. Financial incentives are inadequate
- **C. No clear, identified path for career development guaranteed after the assignment**
- D. Company's poor record of successful expatriations programs

Answer: C

NEW QUESTION # 128

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work through to determine the appropriateness of an international assignment for the family at that time ?

- A. How will the loss of income from one spouse impact the family and their finances?
- B. Will the employee consider commuting instead of moving the whole family to the host country?
- C. Will the accompanying spouse be able to find a job easily?
- **D. How will the host country workers respond to a same sex family?**

Answer: D

NEW QUESTION # 129

A U.S. Based manufacturing company has decided to expand overseas to South Korea. Which of the following is an example of

environmental scanning ?

- A. Building internal training programs for the new international employees
- B. Analyzing the number of skilled workers in the area
- C. Developing a compensation structure in line with the local market
- D. Changing the company's product mix to take advantage of the new labor market

Answer: B

NEW QUESTION # 130

What is a disadvantage of the divisional departmentalization ?

- A. Inefficient use of human resources
- B. Focus is too narrow
- C. Unity of command is lost
- D. Disregards broader organizational considerations

Answer: A

NEW QUESTION # 131

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