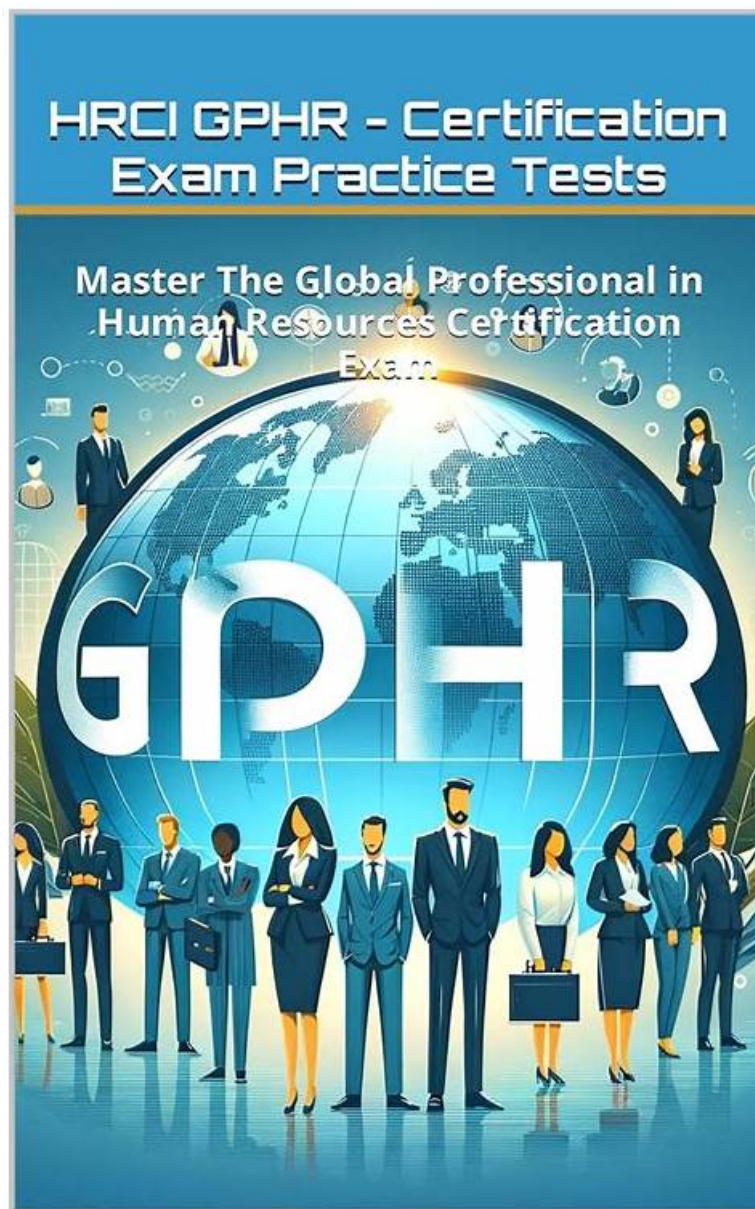


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The Global Professional in Human Resources (GPHR) is a global, competency-based credential that is designed to validate the skills and knowledge of an HR professional who operates in a global marketplace.

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HRCI Global Professional in Human Resource Sample Questions (Q99-Q104):

NEW QUESTION # 99

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

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

Answer: C

NEW QUESTION # 100

Which of the following is NOT an external third-party source for recruiting ?

- A. Private employment agencies
- B. Outplacement firms
- C. Agencies
- D. Labor unions

Answer: D

NEW QUESTION # 101

Which of the following would a trainer emphasize in order to ensure that a training program focused on developing skills for a particular job is valid ?

- **A. Analyze the job description and job specifications**
- B. Survey comparable off-the-shelf programs
- C. Interview managers
- D. Interview incumbent

Answer: A

NEW QUESTION # 102

Prior to beginning the localization process for an employee, HR should first:

- A. Establish a local remuneration package that ensures a mix of home- and host-country benefits.
- **B. Determine the suitability of both the employee and the location.**
- C. Change the employee's status to employment under local contract.
- D. Inform the employee that localization is not intended to be a permanent arrangement.

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Before any policy or contractual change, HR must assess:

- * The employee's readiness and intent for localization
- * Local economic, legal, and employment conditions
- * Alignment with organizational strategy

This ensures the localization is sustainable, suitable, and compliant.

GPHR Study Guide Extract - Global Compensation and Benefits / Localization Assessment:

"Evaluating both the individual's and location's suitability for localization ensures strategic alignment and reduces the risk of assignment failure or legal complications."

NEW QUESTION # 103

A Product Manager travels 2 weeks every month to the Asia office on business. The other 2 weeks of the month, she works at the U.S. based headquarters. She gets compensated in U.S. dollars. While in Asia, she works with the respective Engineering team to define specifications that will meet customer expectations.

Which of the following describes her work situation?

- **A. Extended business travel**
- B. Third country national
- C. Short-term assignments
- D. Localized transfers

Answer: A

NEW QUESTION # 104

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