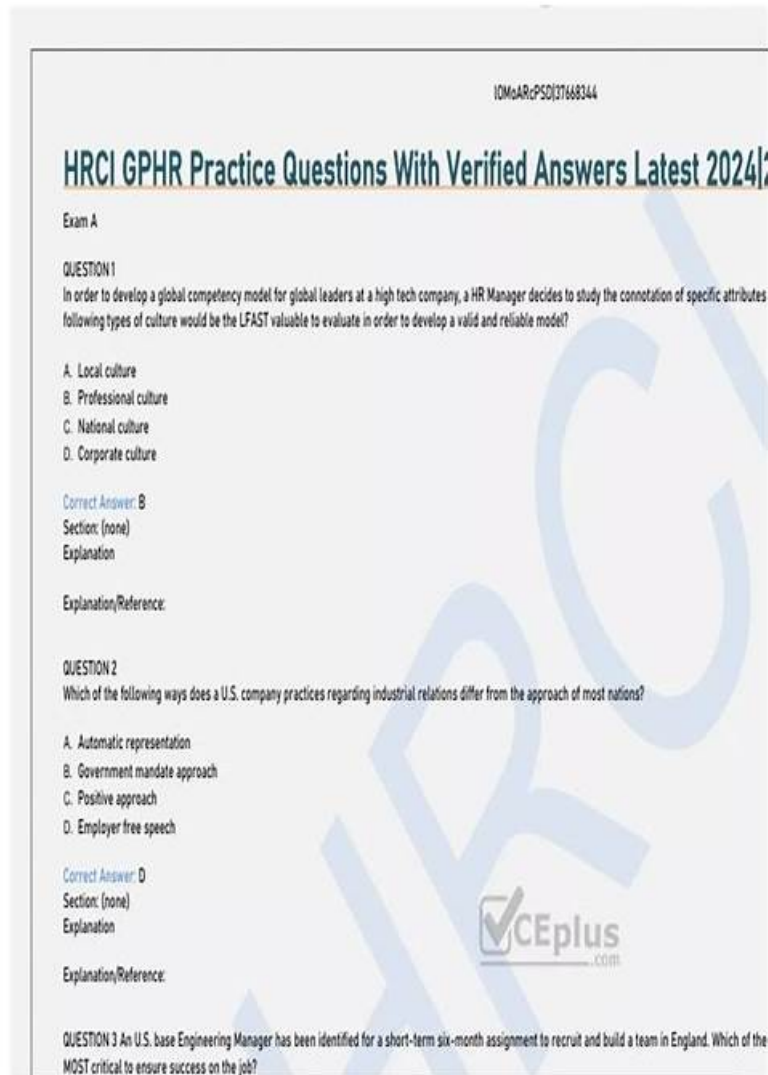


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HRCI Global Professional in Human Resource Sample Questions (Q12-Q17):

NEW QUESTION # 12

You are responsible for hiring an entry-level engineer position in Bangalore, India. Which of the following recruitment sources is the least likely to be used?

- A. Post jobs online on corporate website
- **B. Contingency-basis employment agencies**
- C. Employee referral program
- D. Recruiting at colleges? vocational schools

Answer: B

NEW QUESTION # 13

A European technology firm with operations in Brazil is preparing for a merger with a U.S.-based competitor. What HR issue should be addressed FIRST during the due diligence process?

- **A. Differences in severance laws and employment contracts**
- B. Leadership communication strategies
- C. Alignment of compensation structures
- D. Integration of HR technology systems

Answer: A

Explanation:

Local labor law compliance, including severance and contract enforceability, is critical in Brazil and must be addressed before finalizing the merger. This affects costs, liabilities, and restructuring feasibility.

GPHR Concept: Legal and regulatory risk analysis is a core part of global M&A due diligence.

NEW QUESTION # 14

A product manager is sent around the world to visit the various engineering sites in order to help develop the appropriate customer specifications into the final product. According to Hofstede, which of the following is NOT a potential underlying cultural value that the product manager should consider as being implicit in the interactions with the engineers and their behavior?

- A. Defined gender roles
- B. Level of uncertainty avoidance
- **C. Universalism vs. particularism**
- D. Individualism vs. collectivism

Answer: C

NEW QUESTION # 15

Which of the following elements of a competency model allows for clear feedback to employees regarding their career growth?

- A. Extremely broad competencies
- **B. Highly precise competencies**
- C. Highly integrated competency model across the organization
- D. Highly complex competency model

Answer: B

NEW QUESTION # 16

You are in the process of evaluating the current global compensation structure, which is based on headquarters biases. One of the

remote offices has a very unique culture, Because their culture is diffuse often combining family, life, and work together, is universalistic, and focuses on the collective group.

On the other hand, the other locations, including headquarters, have a culture that is particularistic, individualistic, and specifically divides work and family. Which of the following aspects of the current structure might be affecting the unique location by the lack of adaptation to local pressure?

- A. Every employment offer is detailed in writing
- B. Defined goals are clear, relevant, and ensure line of sight
- C. Company has adopted a gainsharing plan
- **D. Company has adopted an aggressive sales commission plan for each salesperson**

Answer: D

NEW QUESTION # 17

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