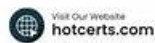


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HRCI Global Professional in Human Resource Sample Questions (Q69-Q74):

NEW QUESTION # 69

What should be the first step when developing a global HR strategic plan ?

- A. Determine how each HR tactical activity aligns with organizational goals
- B. Identify S.M.A.R.T. HR objectives that align with organizational goals
- C. Identify HR vision and goals
- D. Assess HR resources available to implement plan

Answer: C

NEW QUESTION # 70

An organization is evolving from a largely domestic to a multinational company with offices around the world. There has been some tension between the new offices and headquarters in regards to the level of freedom of each of the sites. Which of the following steps should be the next step in this change management process towards further globalization?

- A. Develop a cultural roadmap for the company
- B. Assess the external environment to benchmark the need for need for change
- C. Communicate the desired change and have senior management sell the idea throughout the organization
- D. Have senior management meet to discuss and decide on the future vision for the company

Answer: D

NEW QUESTION # 71

Which of the following measures the level of learning achieved by the participants of a training program?

- A. 360-degree feedback process
- B. Pre-/post measures
- C. Performance appraisals
- D. Performance tests

Answer: B

NEW QUESTION # 72

Which of the following is NOT a potential difference in benefits practice that Human Resources should evaluate when compensating an expatriate or local national ?

- A. Hours worked per week
- B. Vacation days
- C. Social security
- D. Medical care

Answer: A

NEW QUESTION # 73

Which of the following is LEAST likely to be a consideration in the determination of hardship allowances?

- A. Quality of available housing
- B. Accessibility of medical facilities
- C. Length of the assignment
- D. Cost of goods and services

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Hardship allowances are determined based on environmental conditions, not assignment duration. Key considerations include:

- * Political instability
- * Health and safety risks
- * Poor infrastructure
- * Climate and housing quality
- * Medical availability

These factors assess how difficult or uncomfortable the host country is for expatriates, not how long the assignment will be.

GPHR Study Guide Extract - Global Compensation and Benefits / Assignment Allowances:

"Hardship allowances compensate employees for difficult living conditions in the host country. Determining factors include health infrastructure, security, and housing—not the length of stay." Duration may impact total payout, but not the justification for the allowance itself.

NEW QUESTION # 74

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