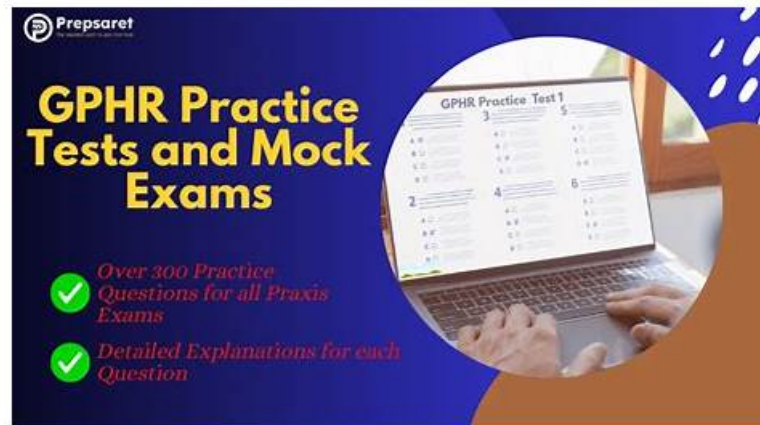


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## HRCI Global Professional in Human Resource Sample Questions (Q37-Q42):

### NEW QUESTION # 37

A CEO asks the HR department to assist in identifying key personnel to help implement global growth. What is the HR department's best response?

- A. Outsource recruitment to a global staffing firm
- **B. Focus on building a leadership pipeline**
- C. Suggest replacement of expatriate employees
- D. Identify employees to attend leadership development programs

**Answer: B**

Explanation:

Comprehensive and Detailed Explanation:

When an organization prepares for global expansion, HR's most strategic contribution is to build a global leadership pipeline. This includes:

- \* Identifying high-potential employees
- \* Creating development plans tied to future roles
- \* Ensuring talent is aligned with global strategy

This approach provides sustainable internal leadership capacity rather than relying solely on external hires.

GPHR Study Guide Extract - Talent and Organizational Development / Succession Planning and Leadership Pipeline:

"HR plays a critical role in building the leadership pipeline necessary for global expansion. Identifying and developing internal talent ensures continuity and alignment with business strategy." Sending employees to training or outsourcing recruitment are tactical, but not sufficient for long-term global success.

### NEW QUESTION # 38

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. Company's poor record of successful expatriations programs
- **D. No clear, identified path for career development guaranteed after the assignment**

**Answer: D**

### NEW QUESTION # 39

In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes across the various office locations. Which of the following types of culture would be the LEAST valuable to evaluate in order to develop a valid and reliable model?

- A. National culture
- B. Corporate culture
- C. Local culture
- **D. Professional culture**

**Answer: D**

### NEW QUESTION # 40

Which of the following is NOT a potential outcome of a poor decision making process by the individual in resolving to pursue an international assignment?

- A. Unrealistic expectations about assignment
- **B. Home country manager addresses problems quickly and thoroughly while the individual is on assignment**
- C. Individual evaluates aspects of the international assignment incorrectly due to the lack of knowledge in doing so
- D. Dissatisfaction by assignee's family

**Answer: B**

Explanation:

Explanation/Reference:

#### NEW QUESTION # 41

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- **C. Family-spouse adjustment**
- D. Perception skills

**Answer: C**

#### NEW QUESTION # 42

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