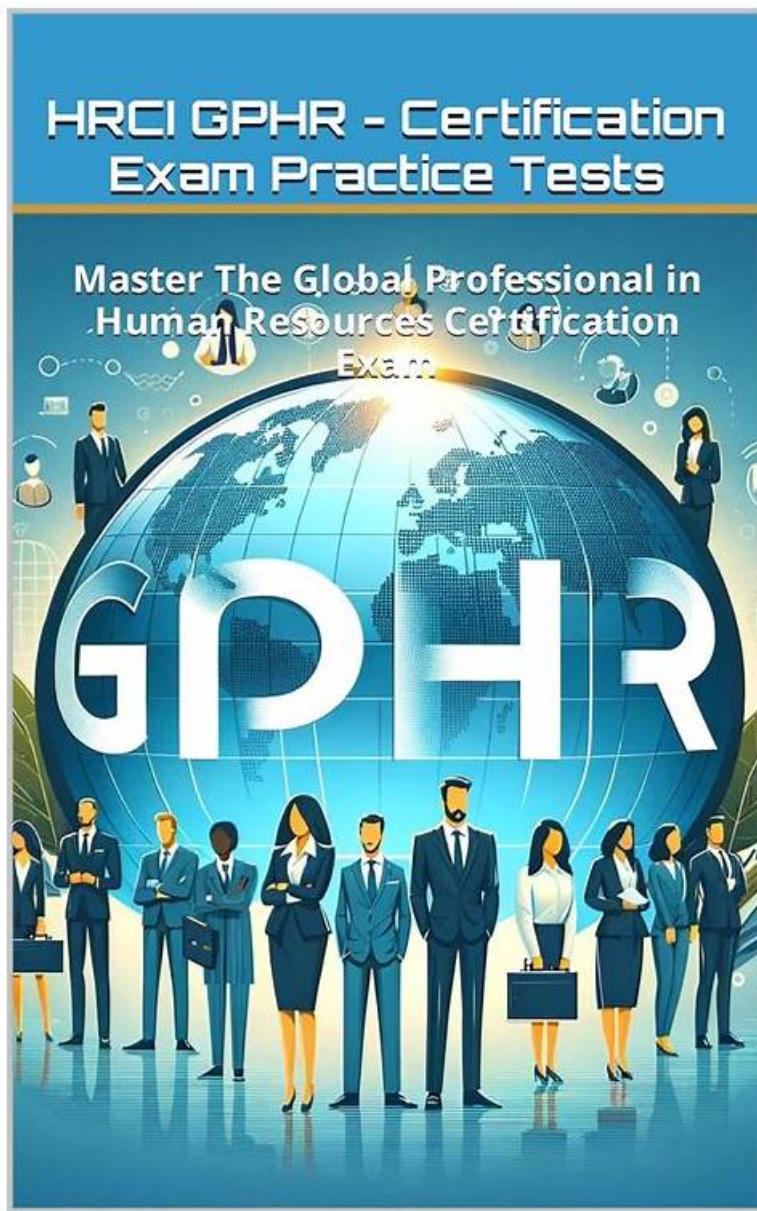


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HRCI Global Professional in Human Resource Sample Questions (Q96-Q101):

NEW QUESTION # 96

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Winning the Malcolm Baldrige National Quality Award
- **B. Providing above-market compensation packages**
- C. Gathering local confidence by socially responsible actions, ie environmentally conscious
- D. Implementation of flexible work arrangements that reduce turnover by 10%

Answer: B

NEW QUESTION # 97

Which of the following describes the ability of an instrument to measure what is intended to measure?

- A. Reliability
- B. Effectiveness
- **C. Validity**
- D. Variance

Answer: C

NEW QUESTION # 98

Which of the following list represents core competencies that a human resources professional should search for in order to identify potential candidates for an international assignment?

- A. Open to change and new ideas, consensus building, understanding of biggerpicture
- B. Understanding of bigger picture, personally motivated, family situation
- C. Appreciating cultural diversity, open to change and new ideas, consensus building
- **D. Appreciating cultural diversity, understanding of bigger picture, personally motivated**

Answer: D

NEW QUESTION # 99

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

Answer: B

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 # 100

The following non-immigrant visa allows managers, who work for a foreign employer, to work in the United States for a parent, subsidiary, or affiliate company if the individual worked as a manager during one of the last three years:

- A. TN visa
- B. L-1 intracompany transfer visa
- C. B-1 business visitor visa
- D. H-1B specialty occupation visa

Answer: B

NEW QUESTION # 101

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