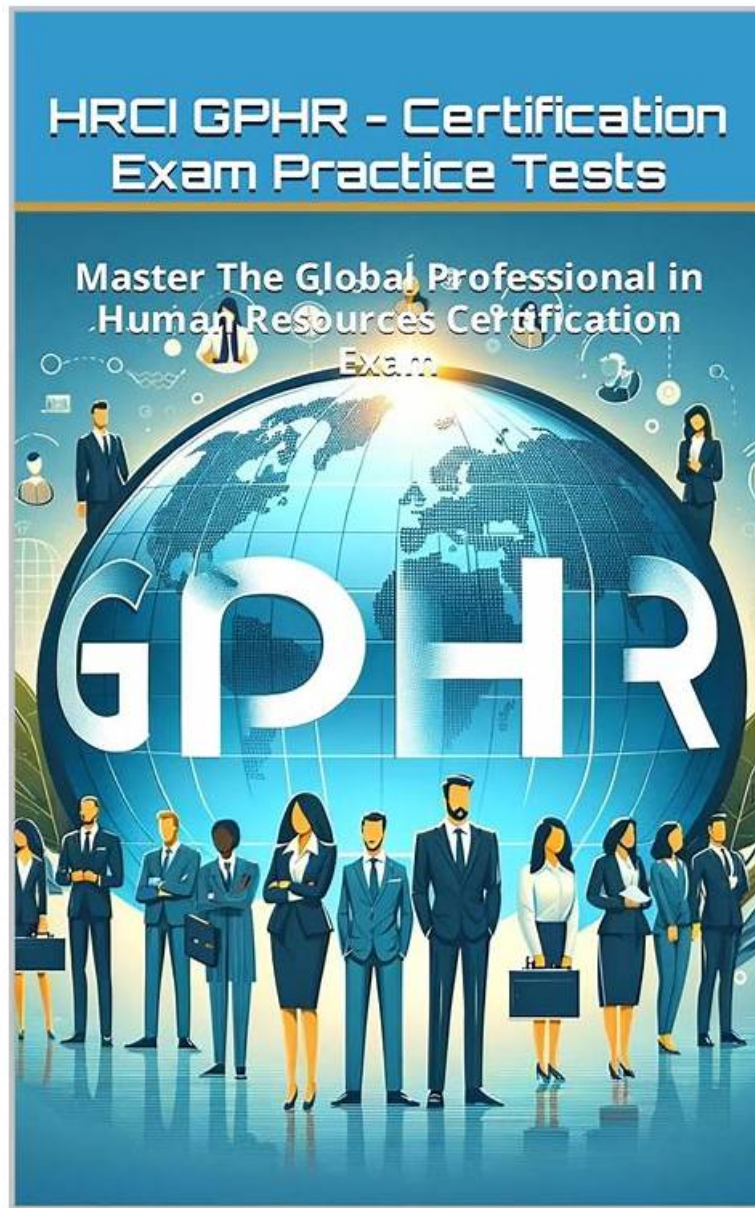


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HRCI Global Professional in Human Resource Sample Questions (Q128-Q133):

NEW QUESTION # 128

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

Answer: B

NEW QUESTION # 129

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

Answer: B

NEW QUESTION # 130

In the context of a transnational business model, which HR approach best supports knowledge sharing across regional and global teams?

- A. Establishing independent centers of excellence in each country
- **B. Creating cross-border project teams with rotational leadership**
- C. Decentralizing talent development to local subsidiaries
- D. Implementing a regionally tailored performance appraisal system

Answer: B

Explanation:

Cross-border teams with shared leadership responsibilities foster global collaboration and knowledge transfer. This aligns with the transnational model, which balances global integration with local responsiveness.

GPHR Concept: Transnational HR strategies emphasize cross-functional, cross-border collaboration.

NEW QUESTION # 131

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work through to determine the appropriateness of an international assignment for the family at that time ?

- **A. How will the host country workers respond to a same sex family?**
- B. How will the loss of income from one spouse impact the family and their finances?
- C. Will the employee consider commuting instead of moving the whole family to the host country?
- D. Will the accompanying spouse be able to find a job easily?

Answer: A

NEW QUESTION # 132

When conducting an employee investigation, which of the following is the most effective approach for the facilitator?

- A. Offering a suggestion or potential solution
- B. Allowing the conversation to continue without interruption
- C. Summarizing only main points in the conversation
- **D. Asking open-ended questions**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Open-ended questions encourage comprehensive responses and help uncover facts without leading the respondent. This approach is:

* Neutral and objective

* More likely to elicit useful, detailed information

* Consistent with best practices in investigative interviews

GPHR Study Guide Extract - Workforce Relations and Risk Management / Investigations and Interviews:

"Open-ended questions facilitate dialogue and uncover underlying issues, providing the most effective and defensible evidence for HR investigations."

NEW QUESTION # 133

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