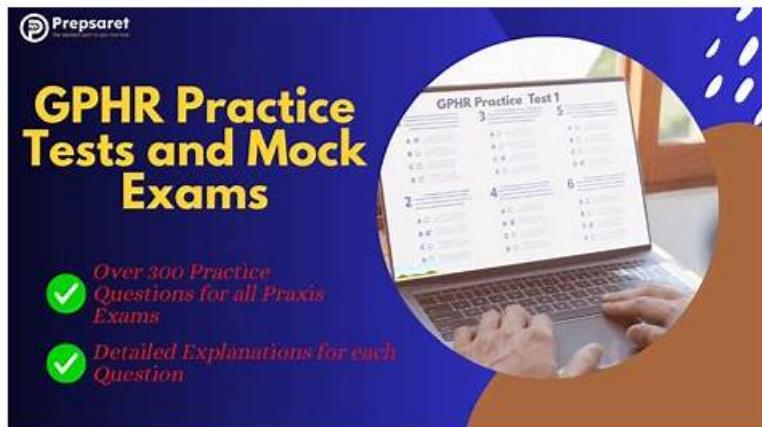


GPHR Web-based Practice Exam



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HRCI Global Professional in Human Resource Sample Questions (Q111-Q116):

NEW QUESTION # 111

Which of the following cultural ramifications affect the design stage of global training development process?

- A. Some cultures expect only positive comments about trainers, not candid comments
- **B. Some cultures learn deductively, not inductively**
- C. Some cultures prefer not admitting certain problems because of "losing face"
- D. Some cultures prefer lectures, not role-playing and facilitations

Answer: B

NEW QUESTION # 112

The HR Director of a multinational, U.S. based company is proposing a staffing plan where foreign offices are staffed with as many third country nationals as possible instead of expatriates. Which of the following is an advantage to utilizing third country nationals vs. expatriates to fill international assignments?

- A. Helps to develop a pool of global executives
- B. Helps solve specific problems to meet specific needs
- C. Facilitates global integration and standardization
- **D. Helps to create a truly global workforce**

Answer: D

NEW QUESTION # 113

HR Management is a key factor in building competitiveness through its alignment with the organization's strategies. Which of the following BEST describes the functions of personnel focused on achieving this aspect of their role?

- A. The change partner, operational, and administrative
- B. The navigator, strategic, and operational
- **C. The builder, strategic, and operational**
- D. The navigator, operational, and administrative

Answer: C

NEW QUESTION # 114

Which of the following is a disadvantage of utilizing internal recruitment methods?

- A. Misplacements
- B. Long orientation time
- **C. Organizational inbreeding**
- D. Morale problem

Answer: C

Explanation:

Explanation/Reference:

NEW QUESTION # 115

After two years of selling mostly prototypes of their product, built to customer specifications, a company is beginning to commercialize this product. The current average cost to build the product is \$1000 per unit, where \$600 is the bill of materials and \$400 is the direct labor. The company currently produces at the run

rate of the 100 good units per week from 200 total units processed. The firm currently sells the product at \$1500 per unit, without volume discounts. One of the major pressures from their customers is to cut costs by 40% within one year. Which of the following strategies should the firm pursue first based on the following research data? Please assume there is infinite customer demand.

- A. Developing a turnkey operation that reduces costs by 65% in Year 1 (30% probability of the success)
- B. Licensing out the technology to a corporation in another country that would reduce costs by 55% in Year 1 (15% probability of success)
- C. Participate in a joint venture for new R&D that would help reduce costs by 50% by improving yields in Year 1 (20% probability of success)
- D. Acquiring a company overseas in order to manufacture the product, which would reduce costs by 75% in Year 1 (5% probability of the success)

Answer: A

NEW QUESTION # 116

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