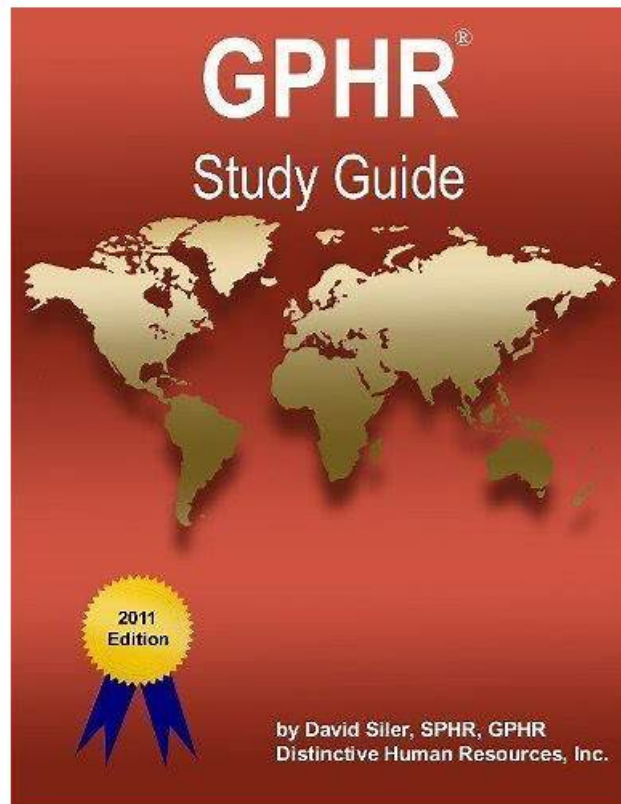


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HRCI Global Professional in Human Resource Sample Questions (Q43-Q48):

NEW QUESTION # 43

Which of the following is an advantage of utilizing internal recruitment methods?

- A. Helps meet diversity goals
- B. Reduces training cost
- C. Can result in succession of promotions
- D. New ideas/talents

Answer: C

NEW QUESTION # 44

Human resource management is conducted to achieve _____ goals.

- A. Personnel
- B. Management
- C. Supervisory
- D. Organizational

Answer: D

NEW QUESTION # 45

A global team is made up of 5 individuals and a manager. The manager is located at headquarters in the U.S., 2 individuals are in Europe, and 3 individuals are in 3 different locations in Asia. The manager defines the group's goals, delegates work, and makes tough decisions when necessary.

His team is made up of a creative innovator, a person to deal with all of the operational details and requirements, a person who continuously communicates across the group and explores alternatives; a strategic thinker, and a person to evaluate and curtail potential errors and negative consequences. In this scenario, which of the following is NOT an aspect that the manager should monitor in order to ensure a successful global team?

- A. Establishing goals and boundaries across the team
- B. Resolving conflicts amongst the team
- C. Add a person into the team to play the coordinator role
- D. Building trust amongst the team

Answer: C

NEW QUESTION # 46

Which of the following leadership theories believes that leadership styles should correspond to the maturity of the employees?

- A. Situational theories
- B. Trait theories
- C. Behavioral theories
- D. Contingency theories

Answer: A

NEW QUESTION # 47

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations. Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments
- C. A 40-year old finance manager working in Africa who has been with the company for 8 years
- D. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years

Answer: B

NEW QUESTION # 48

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