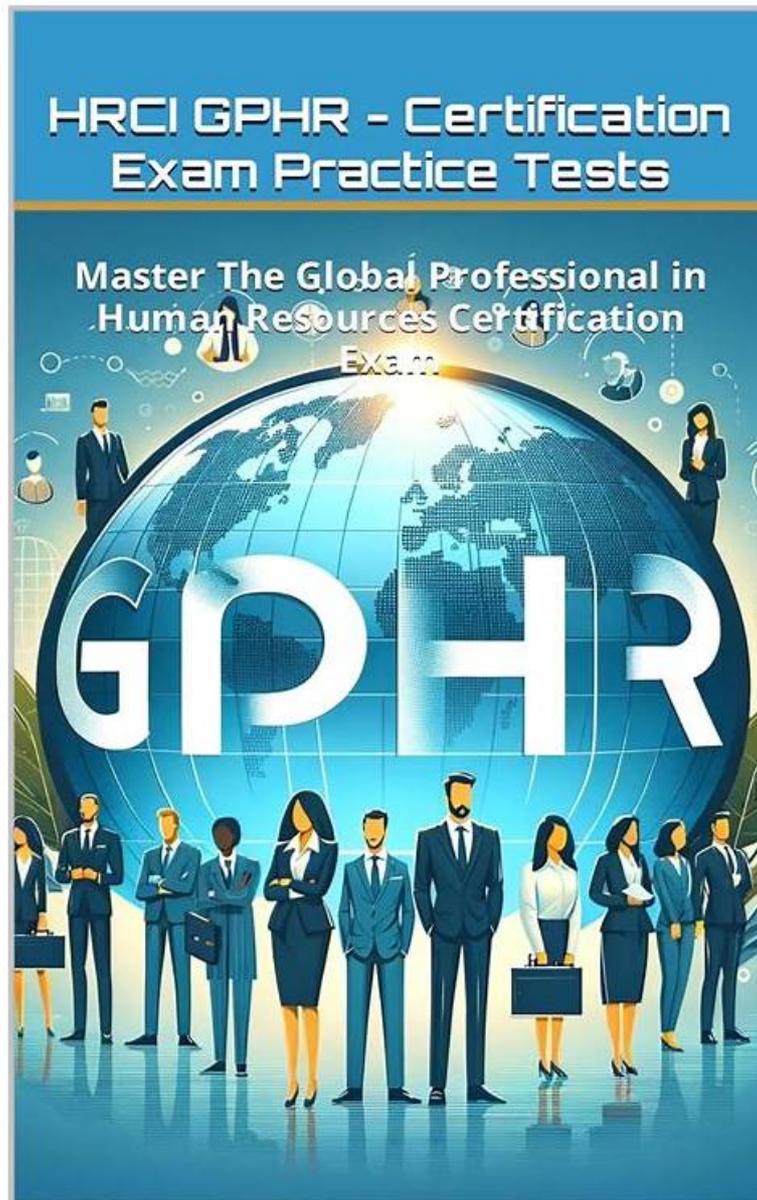


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HRCI GPHR Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Talent and Organizational Development.
Topic 2	<ul style="list-style-type: none">Strategic HR Management
Topic 3	<ul style="list-style-type: none">Global Talent Acquisition and Mobility

HRCI Global Professional in Human Resource Sample Questions (Q27-Q32):

NEW QUESTION # 27

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

Answer: C

NEW QUESTION # 28

Ethnocentrism can be found in:

- A. All cultures.
- B. Anglo-Saxon cultures primarily.
- C. North America primarily.
- D. Men more often than women.

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Ethnocentrism is the belief that one's own culture or ethnicity is superior to others. This mindset is not limited to specific regions or groups- it exists across all cultures and can manifest in:

* Hiring practices

* Leadership selection

* Cultural insensitivity in global operations

It presents a universal challenge in cross-cultural management.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Cross-Cultural Awareness:

"Ethnocentrism is a universal human trait. All cultures can exhibit a belief in their superiority, making cultural sensitivity a critical competency in global HR practice." Identifying and mitigating ethnocentrism is essential for inclusive global HR policies.

NEW QUESTION # 29

A corporation decides to pursue a participative management style in order to make improvements in their operational efficiencies. Which of the following processes is the organization utilizing in order to achieve their strategic goal?

- A. Continual renewal process
- B. Horizontal learning process
- C. Total quality management
- **D. Entrepreneurial process**

Answer: D

NEW QUESTION # 30

You have decided to measure the organization's recruiting effectiveness in the long term by calculating of turnover. Which of the following reasons represents the PRIMARY purpose of this measurement?

- A. Assessing cost effectiveness of programs
- **B. Motivating employees effectively**
- C. Improve quality of employee
- D. Risk management

Answer: B

NEW QUESTION # 31

The top priority when creating a global executive compensation system is to ensure that it:

- A. Creates consistency in management objectives
- B. Standardizes bonus programs across all geographies
- C. Provides equity in base pay between countries
- **D. Supports the international business goals**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

The primary objective of global executive compensation is to align rewards with the organization's international business strategy. This includes:

- * Driving desired behaviors
- * Supporting talent attraction/retention
- * Enabling mobility across markets
- * Reinforcing financial and strategic outcomes

Compensation becomes a strategic lever, not just a payroll function.

GPHR Study Guide Extract - Global Compensation and Benefits / Executive Compensation Strategy:

"Global executive compensation must align with the organization's strategic objectives to drive performance.

It should reflect business priorities, cultural expectations, and the complexity of global roles." Equity and standardization are important, but strategy alignment is the overarching goal.

NEW QUESTION # 32

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