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HRCI GPHR Practice Questions With Verified Answers Latest 2024:

Exam A

QUESTION 1
In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

A. Local culture
B. Professional culture
C. National culture
D. Corporate culture

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

A. Automatic representation
B. Government mandate approach
C. Positive approach
D. Employer free speech

Correct Answer: D
Section: (none)
Explanation
Explanation/Reference:

QUESTION 3 An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the MOST critical to ensure success on the job?

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HRCA Global Professional in Human Resource Sample Questions (Q76-Q81):

NEW QUESTION # 76

Compared with the expatriation process, repatriation is often:

- A. More difficult, because return placement is usually to a more challenging position.
- B. Easier, because the employee looks forward to returning home.
- **C. More difficult, because job opportunities may be limited.**
- D. Easier, because of the repatriate's international experience.

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Repatriation is complex because:

- * Employees return to organizations that may not fully leverage their global experience
- * Suitable roles may not be available
- * Reverse culture shock is common

This leads to disengagement and attrition.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Repatriation Planning:

"Job uncertainty and lack of reintegration planning make repatriation a major challenge, often resulting in high turnover among returning employees."

NEW QUESTION # 77

Which of the following factors is an incentive for company to pursue localization?

- A. Economies of scale
- **B. Market responsiveness**
- C. Brand integrity
- D. Product quality

Answer: B

NEW QUESTION # 78

A company has decided to terminate the employment of an executive for performance reasons. The HR Manager to create a severance package. Which of the following factors would NOT be considered when creating the final severance package?

- A. Total compensation in relation to severance package
- **B. Severity of his lack of performance**
- C. Notice pay protection laws
- D. Length of service at company

Answer: B

NEW QUESTION # 79

Which of the following is NOT a variable that differs between replacement planning and succession planning?

- **A. Tools utilized**
- B. Information flow
- C. Identified skill requirements
- D. Outlook into future (in terms of time)

Answer: A

NEW QUESTION # 80

An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the following training programs is the MOST critical to ensure success on the job?

- A. Cross-cultural training
- B. Language
- **C. Multi-cultural team building**
- D. On-the-job training

Answer: C

NEW QUESTION # 81

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