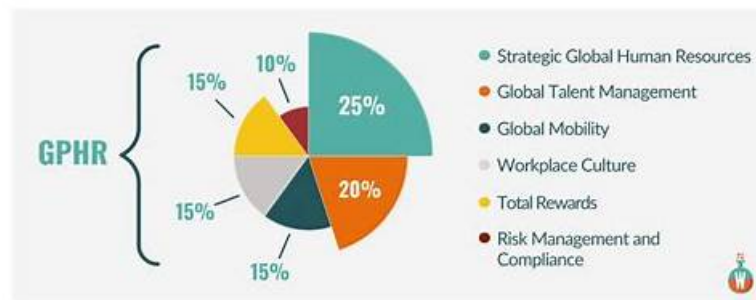


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- Language: English

HRCI Global Professional in Human Resource Sample Questions (Q61-Q66):

NEW QUESTION # 61

Which of the following actions is a PRIMARY deterrent against employees organizing to form labor unions?

- A. Creation of codetermination requirements
- B. Developing an alternative dispute resolution mechanism
- C. Employer encourages a participative style management

- D. Creation of work councils

Answer: B

NEW QUESTION # 62

Individuals have various styles of learning. Which of the following types of learners is best suited for lectures?

- A. Kinesthetic learners
- **B. Auditory learners**
- C. Visual learners
- D. Tactile learners

Answer: B

NEW QUESTION # 63

You are in the process of evaluating the current global compensation structure, which is based on headquarters biases. One of the remote offices has a very unique culture. Because their culture is diffuse often combining family, life, and work together, is universalistic, and focuses on the collective group. On the other hand, the other locations, including headquarters, have a culture that is particularistic, individualistic, and specifically divides work and family. Which of the following aspects of the current structure might be affecting the unique location by the lack of adaptation to local pressure?

- **A. Company has adopted an aggressive sales commission plan for each salesperson**
- B. Company has adopted a gainsharing plan
- C. Every employment offer is detailed in writing
- D. Defined goals are clear, relevant, and ensure line of sight

Answer: A

NEW QUESTION # 64

An organization is evolving from a largely domestic to a multinational company with offices around the world. There has been some tension between the new offices and headquarters in regards to the level of freedom of each of the sites. Which of the following steps should be the next step in this change management process towards further globalization?

- A. Assess the external environment to benchmark the need for need for change
- **B. Have senior management meet to discuss and decide on the future vision for the company**
- C. Communicate the desired change and have senior management sell the idea throughout the organization
- D. Develop a cultural roadmap for the company

Answer: B

NEW QUESTION # 65

Compared to collectivist cultures, it can be observed that individualist cultures:

- **A. emphasize individual merit over group achievement.**
- B. usually have individuals showing higher loyalty to the organization.
- C. measure individual contributions within team and group achievement.
- D. consider lateral mobility as personal career advancement.

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

In individualist cultures (e.g., USA, UK), personal achievement and merit are central to how success is defined and rewarded. This contrasts with collectivist cultures (e.g., Japan, China), where group harmony and collective success are prioritized.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Hofstede's Cultural Dimensions:

"In individualist societies, people are expected to look after themselves and prioritize personal achievements.

Recognition and advancement are often based on individual accomplishments rather than team performance." This cultural norm directly impacts reward systems, leadership styles, and performance management.

NEW QUESTION # 66

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