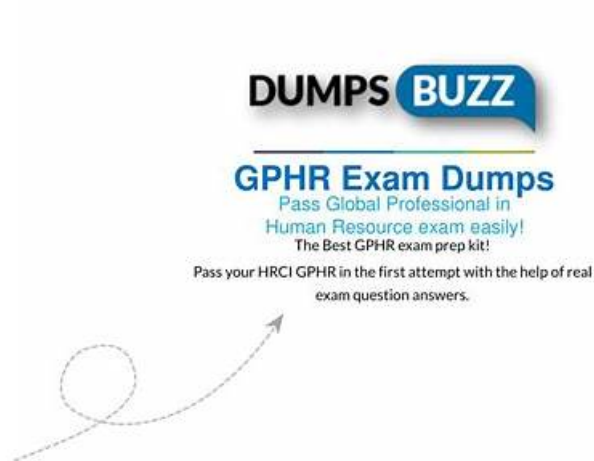


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HRCI Global Professional in Human Resource Sample Questions (Q37-Q42):

NEW QUESTION # 37

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 across the various office locations. Which of the following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

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

Answer: C

NEW QUESTION # 38

Which of the following is an example of a group incentive pay plan?

- **A. Gainsharing plan**
- B. Commissions
- C. Profit-sharing plans
- D. Piece rate plan

Answer: A

NEW QUESTION # 39

Researchers have determined that in some cultures, informal training programs are more effective than formal training programs. Which of the following programs is an example of a formal training program?

- A. Job rotations
- B. Knowledge management]
- C. Mentors
- **D. Cross-cultural training**

Answer: D

NEW QUESTION # 40

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps. One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process. When trying to identify potential internal candidates for the Senior Manufacturing Manager/Director position through the skills inventory, which of the following skills is the LEAST relevant ?

- A. Past experience with creating new manufacturing operations
- **B. Strong technical understanding of manufacturing the designated product line**
- C. Ability to speak Chinese
- D. Past international experience

Answer: B

NEW QUESTION # 41

Which of the following type of listening is occurring when a person is thinking. "Robert has some legitimate points about the importance of quality and its importance in the company's growth" while listening to a ISO-9001 training session?

- A. Active
- B. Empathic
- C. Informational
- **D. Evaluative**

Answer: D

NEW QUESTION # 42

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