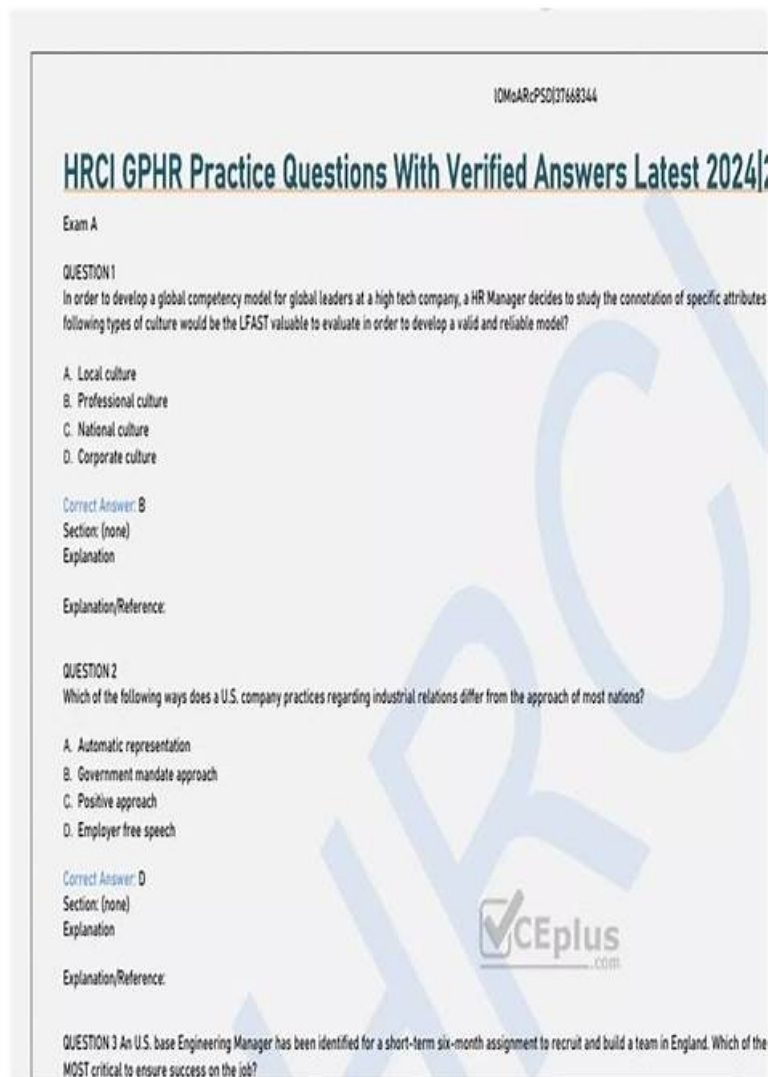


# Exam HRCI GPHR Materials, Lab GPHR Questions



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### HRCI Global Professional in Human Resource Sample Questions (Q83-Q88):

#### NEW QUESTION # 83

Which of the following describes an employee's motivational potential, according to the job characteristics model?

- A. Skill variety, task identity, task significance, autonomy, feedback
- B. Ability to implement, responses, feedback
- C. Job analysis, task significance
- D. Motivation factors and incentives

**Answer: A**

#### NEW QUESTION # 84

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 Engineering position through the skills inventory, which of the following skills is the MOST relevant ?

- A. Past international experience
- B. Adaptability with working with different people from different cultures
- C. Ability to speak Chinese
- D. Strong technical understanding of manufacturing designated product line

**Answer: D**

#### NEW QUESTION # 85

An organization has decided to utilize a geographic organizational structure. It has several offices throughout Europe and one office in Asia, in particular, in Shenzhen, China. Although the European offices are very well integrated into headquarters, the office in China has been running fairly independently. Of the locations, this office has been the most resistant to expatriates entering and to developing local talent.

In fact, headquarters suspects that most of the hiring and promotions have been based on nepotism. After performing a global gap analysis, the global HR team has identified an initiative to identify at least three potential candidates for each Senior Director and VP position. Which of the following describes the BEST tactical plan to address this initiative?

- A. By the end of year 1, 75% of all managers in China will be enrolled in Management 101 courses for at least 3 hours per week and participate in mentoring programs
- B. All offices have developed a succession plan for Senior Director and VP positions, except for the China office

- C. By the end of year 1, succession plans will be developed for all Senior Directors in the company
- D. 15% of positions still need a viable succession plan

Answer: C

#### NEW QUESTION # 86

A company has been utilizing expatriates from headquarters to fill skill gaps internationally. However, the international assignees have been having problems building trust locally. In addition, the costs to maintain these assignments have been exorbitant. Given the current circumstances, which of the following resource groups may be a better alternative to staffing for future or to fill the international assignment positions in the long term?

- A. Expatriates
- B. Inpatriates
- C. Local nationals
- D. Third country nationals

Answer: C

#### NEW QUESTION # 87

According to Claus, which of the following HR activities is considered an upstream function?

- A. Staffing
- B. Compensation
- C. HRIS
- D. Employee relations

Answer: C

#### NEW QUESTION # 88

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