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*1. Strategic Global Human Resources (25%) 2. Global Talent Management (20%) 3. Global Mobility (15%) 4. Workplace Culture (15%) 5. Total Rewards (15%) 6. Risk Management and Compliance (10%)*

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## HRCI Global Professional in Human Resource Sample Questions (Q115-Q120):

### NEW QUESTION # 115

Which of the following factors is LEAST likely to affect how attractive an international assignment may be to a potential expatriate?

- A. Company is in the multinational stage of globalization
- B. Employment laws in the country where the international assignment is located
- C. Opportunity for career growth and learning
- D. Competitive compensation consistent with corporate standards

**Answer: A**

### NEW QUESTION # 116

A company decide to purpose an international assignment program to fill a new position in its new office Beijing, China. With the assistance of the human resources professional, the management, team has finalized a list of selection criteria of the candidate for the role considering the entire scope of the international assignment. During the interviewing process, they utilize various tools to isolate out the success factors.

After deciding on the candidate and the individual accepting the offer, the human resources professional with vendors to provide cross-cultural training prior to departure and plans all the logistical details for the relocation. The human resources professional also assists the individual and his family by providing contacts and setting up meetings with other expatriates in the host country to orientate the expatriate before country, ie career development, potential roles, personal transition, etc. In this scenario, which of the following actions items were forgotten to ensure a successful international assignment?

- A. Provide ongoing support, while on assignment
- B. Provide appropriate training
- C. Plan the international assignment as part of a process, not an activity
- D. Plan for a successful repatriation

**Answer: A**

### NEW QUESTION # 117

Which of the following is the best example of surface culture?

- A. Language
- B. History
- C. Religion
- D. Tradition

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Surface culture refers to the visible and observable aspects of a culture - things that outsiders can see or hear quickly. Language is the clearest example, as it:

- \* Is immediately apparent
- \* Shapes communication but not necessarily deeper values
- \* Can be learned without understanding the culture's underlying beliefs. In contrast, elements like values, norms, and beliefs (e.g., religion, tradition) are part of deep culture.

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

"Surface culture includes behaviors and practices such as language, dress, and food. These are easily observable, but deeper values require contextual understanding." Understanding surface culture helps with initial adaptation but does not replace deeper cross-cultural competence.

### NEW QUESTION # 118

A U.S. based high tech company has built a R&D office in Bangalore, India. Four years have passed since the greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and has trained and developed managerial skills of its newly recruited managers in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still

in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. The management team understands that it must create an international assignment program to have this project run smoothly. The team believes that extended business travel would be the most appropriate program. In order to confirm their belief, the HR manager does extensive research. The analysis shows that extended business travel will result in \$10,000,000 addition revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year. What is the return on investment in the first year?

- A. 500%
- B. 250%
- C. 20%
- D. 40%

**Answer: B**

### NEW QUESTION # 119

The main objective of Title VII (of the Civil Rights Act) when hiring a U.S. citizen is to:

- A. Prohibit discrimination according to protected classes
- B. Make it illegal to bribe foreign officials to obtain a business advantage
- C. Provide continuation of health insurance coverage after termination
- D. Prohibit discrimination within the workplace for a disability

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on:

- \* Race
- \* Color
- \* Religion
- \* Sex
- \* National origin

It applies to hiring, firing, compensation, and other terms of employment for U.S. citizens.

GPHR Study Guide Extract - Workforce Relations and Risk Management / U.S. Employment Law:

"Title VII ensures that employment decisions are free from bias based on protected characteristics. It is one of the most significant federal laws governing workplace equality in the U.S." ADA (Americans with Disabilities Act) governs disability discrimination. The FCPA deals with foreign bribery, not domestic discrimination.

### NEW QUESTION # 120

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