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## HRCI Global Professional in Human Resource Sample Questions (Q90-Q95):

### NEW QUESTION # 90

An organization based in Germany has appointed a Turkish citizen to its Amsterdam office. While enrolling their children into a Dutch school, personal data concerning health is given to the school authorities. Under the European Union (EU) General Data Protection Regulation (GDPR), which of the following is the primary legal concern?

- A. Data limitation
- B. Data accountability
- C. Purpose limitation

- D. Storage minimization

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Under the GDPR, Purpose Limitation refers to the principle that personal data must be collected for specified, explicit, and legitimate purposes and not further processed in a manner incompatible with those purposes.

In this case, providing health data during school enrollment must be aligned with a clearly defined, legitimate reason-like ensuring medical safety for the child. Any processing beyond that intent may breach the purpose limitation.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Global Compliance and Data Protection:

"The GDPR mandates that organizations must ensure that personal data is collected for specific, explicit, and legitimate purposes and not further processed in a manner incompatible with those purposes (purpose limitation). This principle is central to lawful data processing under EU law." This is distinct from data minimization (collecting only necessary data), which may also apply but isn't the primary concern here.

### NEW QUESTION # 91

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations. Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- C. A 40-year old finance manager working in Africa who has been with the company for 8 years
- D. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments

**Answer: D**

### NEW QUESTION # 92

An international corporation has implemented a dual-career policy for expatriate families. What is the primary strategic benefit of this policy in global talent management?

- A. Increases the retention of expatriates post-assignment
- B. Enhances gender balance in global leadership roles
- C. Avoids the need for costly family relocation assistance
- D. Reduces the administrative complexity of assignment packages

**Answer: A**

Explanation:

Dual-career support addresses a top cause of expatriate failure: family dissatisfaction. Helping spouses continue their careers promotes assignment success and retention.

GPHR Concept: Family support directly impacts expatriate engagement, longevity, and return on investment.

### NEW QUESTION # 93

Which of the following is an intangible benefit of an international assignment?

- A. Increased alignment of host country goals with overall company goals and objectives
- B. Development of technical skills by local workers
- C. Faster cross-border project completion times
- D. Increased process efficiency

**Answer: A**

### NEW QUESTION # 94

Which of the following is NOT a characteristic of adult learning?

- A. Problem-focused learning
- **B. Subject-focused learning**
- C. Learn through experience
- D. Internal motivation to learn

**Answer: B**

## NEW QUESTION # 95

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