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HRCI Global Professional in Human Resource Sample Questions (Q86-Q91):

NEW QUESTION # 86

Which of the following stages of the International Assignment Process model is the most critical in determining the success of an international assignment?

- A. Pre-departure preparation
- B. Completing the assignment
- **C. Assessment and selection**
- D. On assignment

Answer: C

NEW QUESTION # 87

Which of the following factor is NOT affected by demographic considerations?

- A. Corporate level strategies
- **B. Functional strategies**
- C. Business unit level strategies
- D. Government and regulatory agencies

Answer: B

NEW QUESTION # 88

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 course for at least 3 hours per week and participate in mentoring programs
- B. 15% of positions still need a viable succession plan
- C. All offices have developed a succession plan for Senior Director and VP positions, except for the China office
- **D. By the end of year 1, succession plans will be developed for all Senior Directors in the company**

Answer: D

NEW QUESTION # 89

Which of the following factors is NOT a significant variable in how an individual may re-adjust after returning home ?

- A. Clarity of new job and role
- B. Length of time on international assignment

- C. Extent of previous experience on international assignments
- D. Changes in family & friends

Answer: C

NEW QUESTION # 90

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

Answer: A

NEW QUESTION # 91

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