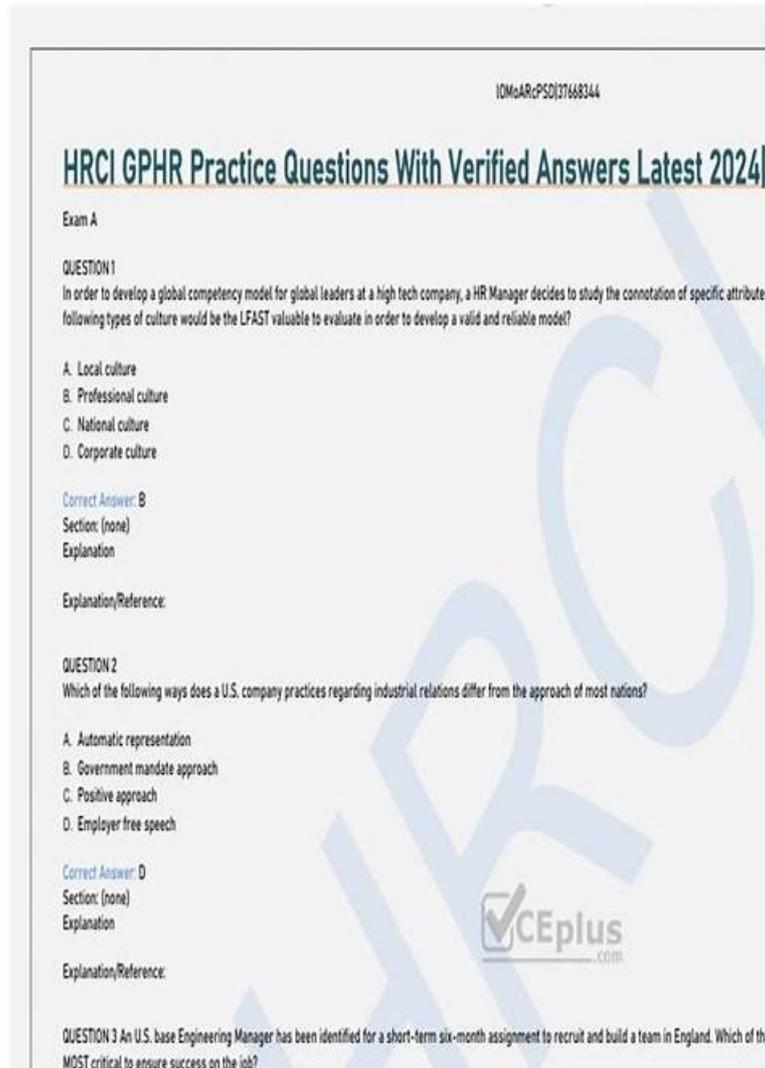


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### HRCI Global Professional in Human Resource Sample Questions (Q16-Q21):

#### NEW QUESTION # 16

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 LEAST valuable to evaluate in order to develop a valid and reliable model?

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

**Answer: D**

#### NEW QUESTION # 17

Which of the following is considered an equalization adjustment in an international assignee's compensation package?

- A. Reimbursement for payments into host-country welfare plans
- B. Hardship allowance
- C. Education allowance for self, children, and/or spouse
- D. Home leave

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

Equalization adjustments are intended to neutralize the financial impact of working in a foreign country.

These adjustments ensure the assignee neither gains nor loses financially due to local tax systems, social programs, or cost differences. Reimbursement for host-country welfare contributions is a prime example. This prevents the employee from paying twice (once in the home country and again abroad), which can cause financial strain.

GPHR Study Guide Extract - Global Compensation and Benefits / International Assignment Compensation:

"Equalization aims to make the assignee financially whole by offsetting additional costs or deductions incurred in the host location. This includes contributions to host-country pension, healthcare, and welfare programs." Other items like hardship or education allowances are benefits, not equalizers.

#### NEW QUESTION # 18

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Winning the Malcolm Baldrige National Quality Award
- B. Providing above-market compensation packages
- C. Implementation of flexible work arrangements that reduce turnover by 10%
- D. Gathering local confidence by socially responsible actions, ie environmentally conscious

**Answer: B**

#### NEW QUESTION # 19

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT be considered?

- A. Benchmarked results
- B. Individual assessment
- C. Task assessment
- **D. Training and development**

**Answer: D**

### NEW QUESTION # 20

A Singapore-based restaurant chain is experiencing phenomenal growth. The chain offers a unique for demographic experiencing the growth of two-person income families. It offers a variety of affordable, healthy alternatives to the fast food chains. Instead of one line of products shared by the entire company, the corporation has decided its products should be regional. Each region would share a line of products, which would consist of local dishes.

Although the primary expansion vehicle is franchising, they still have several corporate-owned stores in each region, which manage the major decisions of the company. For example, the regional corporate stores work with the franchises in the area to decide upon the local dishes that the region should serve.

However, all stores are aligned with strict standardized quality practices, which all regions must adhere to. For example, after a region decides on the list of local foods it would like to serve, corporate headquarters approves the final recipes for each region. In addition, managers from the various meet regularly to ensure that each region's goals align with overall corporate strategic goals. For example, they have built a thorough screening process to ensure the same quality of food from vendors throughout the regions. Which of the following stages of globalization would BEST align with strategic business goals of expansion?

- A. Domestic
- B. Global
- **C. Transnational**
- D. Multinational

**Answer: C**

### NEW QUESTION # 21

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