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## HRCI Global Professional in Human Resource Sample Questions (Q15-Q20):

### NEW QUESTION # 15

An international manufacturing firm is implementing a centralized HR information system to replace multiple regional systems. Resistance is strong among EMEA and APAC subsidiaries due to concerns about data privacy, workflow changes, and perceived loss of autonomy. What should HR do FIRST to address this resistance while supporting the global strategy?

- A. Secure data privacy approvals from each country
- **B. Engage regional stakeholders in customizing local implementation features**
- C. Train all local HR teams on system functionalities
- D. Launch a global change management campaign highlighting benefits

**Answer: B**

Explanation:

Engaging regional stakeholders early demonstrates respect for local autonomy and builds buy-in. This approach helps surface concerns and tailor the rollout effectively.

Training (A) and communication (C) are essential after initial engagement. Data compliance (B) is a compliance necessity, not a change management step. GPHR Concept: Global technology rollouts must balance standardization with regional customization through stakeholder engagement.

### NEW QUESTION # 16

Which of the following is most fundamental in making a global organization more diverse?

- A. Management training programs
- B. Unified information systems
- C. Effective communication channels
- **D. Leadership commitment**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

The most essential driver of organizational diversity is leadership commitment. Without top-level support, D&I initiatives may:

- \* Lack resources
- \* Fail to influence corporate strategy
- \* Be perceived as token efforts

When leadership champions diversity, it becomes embedded in culture, recruitment, policy, and promotions.

GPHR Study Guide Extract - Strategic Global Human Resources / Diversity and Inclusion:

"Leadership commitment is the cornerstone of diversity success. When leaders model inclusive behavior and link D&I to business objectives, it drives systemic change throughout the organization." Technology and training support the effort, but change starts at the

top.

#### NEW QUESTION # 17

Which of the following factors favor the implementation of a furlough over a layoff strategy in addressing a financial crisis? (Select TWO options.)

- A. Increased near-term labor demands anticipated
- B. Reduction of office rental and mortgage costs
- C. Reduction of Information Technology (IT) costs
- D. Reduction of incentive payments for employees
- E. Significant portions of the workforce are lower-skilled employees

**Answer: A,B**

Explanation:

Comprehensive and Detailed Explanation:

\* Reduction of Office Rental and Mortgage Costs- If the workforce is furloughed, operations can be paused, reducing overhead costs, including rent and utilities, particularly in non-essential or closed facilities.

\* Increased Near-Term Labor Demands Anticipated- Furloughs are temporary; they preserve the workforce for a quick return to operations, ideal when business recovery is expected soon.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Downsizing and Alternative Workforce Strategies:

"Furloughs are temporary suspensions of employment where employees retain their jobs and benefits but are not actively working. They are advantageous when short-term cost reduction is needed, and the organization anticipates a rebound in labor demand."

Layoffs, by contrast, are often permanent and lead to longer rehiring cycles and potential loss of skilled labor.

#### NEW QUESTION # 18

Which of the following issues does the International Labor Organization (ILO), European Union (EU), and the Organization Economic Cooperation and Development (OECD) all address?

- A. Industrial relations
- B. Combating bribery
- C. Taxation
- D. Education and culture

**Answer: A**

#### NEW QUESTION # 19

Which of the following is NOT a potential difference in benefits practice that Human Resources should evaluate when compensating an expatriate or local national?

- A. Social security
- B. Hours worked per week
- C. Medical care
- D. Vacation days

**Answer: B**

#### NEW QUESTION # 20

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