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HRCI GPHR Practice Questions With Verified Answers Latest 2024|

Exam A

QUESTION 1
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 following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

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

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

A. Automatic representation
B. Government mandate approach
C. Positive approach
D. Employer free speech

Correct Answer: D
Section: (none)
Explanation
Explanation/Reference:

QUESTION 3 An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the MOST critical to ensure success on the job?



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HRCI Global Professional in Human Resource Sample Questions (Q37-Q42):

NEW QUESTION # 37

A company is a four-year old start-up running on venture capital investment. Its initial assumption of a \$2 billion market for its product has shrunk to a \$50 million market. Which of the following strategies is NOT a strategy that would be deliberated during the strategy development phase of the strategic planning process?

- A. Decide to move into a new market place
- B. Evaluate potential merger and acquisition candidates to expand product mix and create a healthy income stream
- **C. Plan to expand the capability of the R&D team to add value and knowledge to the company**
- D. Reduce the number of different versions of the product into three main product lines

Answer: C

NEW QUESTION # 38

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

Answer: C

NEW QUESTION # 39

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India. After re-entry, there are no appropriate positions available in the organization at headquarters. Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Sharing the recently acquired knowledge
- **B. Maintain employee morale in the host country**
- C. Building a global workforce
- D. Retaining the talent for the future

Answer: B

NEW QUESTION # 40

A company decides to develop a bonus program as an incentive for employees to increase the number of corporate-owned patents and product innovations. The human resources department is responsible for measuring the increase in the number of patents over time and the increase in the number of R&D projects. Which of the following types of measure BEST describes these metrics?

- A. Activity measure
- B. Results & Value creation measure
- C. Value creation measure
- D. Results measure
- **E. Activity & Value creation measure**

Answer: E

NEW QUESTION # 41

Which of the following is NOT a potential reason for a company's decision to fill a position through an international assignment?

- A. Lack of core skill sets for the position available in the area
- **B. Specific person is the most qualified candidate for the job**
- C. Assist in creating alignment with headquarters' goals and objectives
- D. Assist in developing a consistent culture across the corporation

Answer: B

NEW QUESTION # 42

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