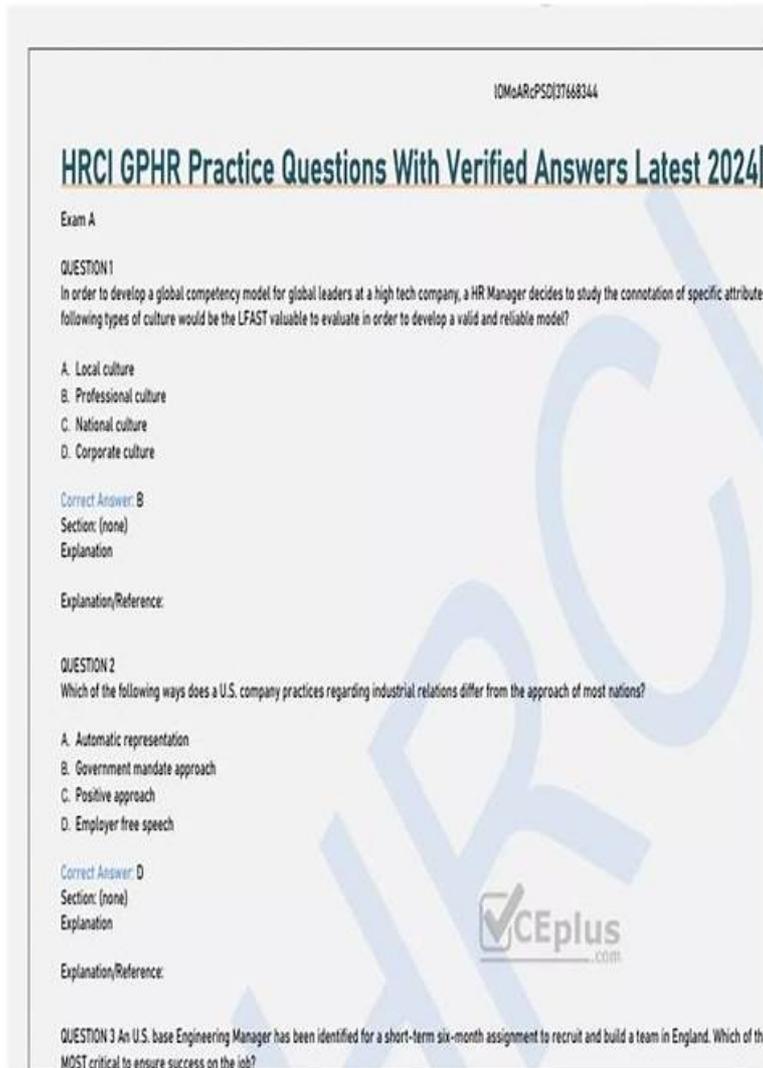


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HRCI Global Professional in Human Resource Sample Questions (Q128-Q133):

NEW QUESTION # 128

As the result of its corporate restructuring program, a corporation has invested in a manufacturing site ten miles outside of Bangkok, Thailand. Which of the following factors is NOT a labor market factor that might affect the compensation strategy?

- A. Demand for labor
- **B. Inflation and interest rates are rapidly rising**
- C. Types of remuneration sought
- D. Geographic concentration of labor around Bangkok, Thailand

Answer: B

NEW QUESTION # 129

A U.S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is done with the assignment and has returned home. When going out with family and friends, he describes the entire opportunity as being exciting and challenging. He wishes he could have stayed in Europe longer. Which of the following repatriation programs is the MOST appropriate to ensure a successful repatriation?

- A. Re-entry training program
- **B. Recognition and appreciation**
- C. Policies on repatriation
- D. Compensation and benefits adjustment

Answer: B

NEW QUESTION # 130

A Singapore-based restaurant chain is experiencing phenomenal growth. The chain offers a unique service for demographics experiencing the growth of two-person income families. It offers a variety of affordable, healthy alternatives to the fast food chains. Corporate headquarters is trying to decide whether to offer one single line of products shared throughout each chain or to offer one single line of products shared by each region. This scenario is an example of which of the following types of tensions common in global expansion?

- A. Value creation measure vs, standardization
- B. Activity measure vs, results measure
- C. Localization vs, privatization
- **D. Global integration vs, local responsiveness**

Answer: D

NEW QUESTION # 131

Which of the following elements of a competency model allows for clear feedback to employees regarding their career growth?

- A. Highly complex competency model
- **B. Highly precise competencies**
- C. Highly integrated competency model across the organization
- D. Extremely broad competencies

Answer: B

NEW QUESTION # 132

A decentralized global consulting group is experiencing low shareholder returns. Global leadership has attributed this issue to perceived low employee performance and is looking at ways to improve it.

Employees are entering goals in a new global human resource information system (HRIS) for the first time. HR can best guide the goal process by ensuring that employees:

- A. submit goals to managers.
- B. set stretch goals.
- **C. align to company-wide goals.**
- D. use S.M.A.R.T. framework for goals.

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

While the S.M.A.R.T. framework (Specific, Measurable, Achievable, Relevant, Time-bound) is a helpful tool, the most critical aspect here is alignment. When global employees input goals into an HRIS for the first time, ensuring that those goals are directly linked to organizational strategy is essential for:

- * Performance management
- * Strategic clarity
- * Shared accountability

GPHR Study Guide Extract - Talent and Organizational Development / Goal Setting and Alignment:

"The integration of employee goals with corporate strategy ensures consistency and alignment across geographies. Strategic goal alignment enhances employee understanding of their contributions to business success." Aligning employee goals to company-wide strategy is especially crucial in decentralized organizations where business units may otherwise lack a unified direction.

NEW QUESTION # 133

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