

GPHR최신인증 시험기출자료덤프는Global Professional in Human Resource시험패스의유효공부자료



IT자격증을 많이 취득하여 IT업계에서 자신만의 단단한 자리를 보장하는것이 여러분들의 로망이 아닐까 싶습니다. Fast2test의 완벽한 HRCI인증 GPHR덤프는 IT전문가들이 자신만의 노하우와 경험으로 실제HRCI인증 GPHR시험문제에 대비하여 연구제작한 완벽한 작품으로서 100%시험통과율을 보장합니다.

HRCI GPHR 시험요강:

주제	소개
주제 1	• Global Talent Acquisition and Mobility
주제 2	• Strategic HR Management
주제 3	• Talent and Organizational Development.

>> GPHR최신 인증시험 기출자료 <<

GPHR최신 인증시험 기출자료 완벽한 시험자료

HRCI GPHR 덤프는 고객님의HRCI GPHR시험패스요망에 제일 가까운 시험대비자료입니다. 많은 자료정리 필요없이 Fast2test에서 제공해드리는 깔끔한HRCI GPHR덤프만 있으면 자격증을 절반 취득한것과 같습니다. HRCI GPHR 덤프를 다운받아 열공하세요.

최신 HRCI Certifications GPHR 무료샘플문제 (Q129-Q134):

질문 # 129

Which of the following is the most prevalent reason for a long-term, learning-driven expatriate assignment?

- A. Competency development
- B. Cost control
- C. Problem solving
- D. Employee retention

정답: A

설명:

Comprehensive and Detailed Explanation:

Competency development is the primary strategic reason for sending employees on long-term, learning-based assignments. These assignments are intended to:

- * Build global leadership capability
- * Enhance cross-cultural competence
- * Provide exposure to complex business environments

This creates a pipeline of future global leaders, aligning with talent and succession strategy.

GPHR Study Guide Extract - Talent and Organizational Development / International Assignments for Development:

"Organizations increasingly view international assignments as leadership development tools. Long-term placements help high-potential employees gain strategic insights, develop cultural awareness, and expand their organizational influence." Retention is a benefit, not the goal. Cost control is a concern but not a motivator for development-driven assignments.

질문 # 130

In order to measure staffing effectiveness, a company measures the yield ratio of offers to interviews.

According to the research, the company yields the following ratios for the following staffing sources:

contingency firms (15% first year's salary) 1/10, website (1% G&A costs) 2/12, employee referrals (\$0 cost)

3/9, internal recruiters (4% G&A costs) 1/15. Which of the following decisions is a good decision based on the information provided above?

- A. Pursue relationships with alternate contingency firms
- B. Pursue use of alternate staffing sources
- C. Promote employee referrals
- D. Terminate internal recruiters

정답: C

질문 # 131

When communicating cross-culturally, which of the following filters is the LEAST likely to impact and distort the message sent?

- A. Language
- B. Experiences
- C. Culture
- D. Non-verbal cues

정답: B

질문 # 132

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 almost done with the assignment and describes the entire opportunity as being exciting and challenging.

He wants to stay in Europe further and hopes to go on future international assignments.

According to Black and Mendenhall, which of the following stages of the cross-cultural adjustment cycle is the manager in?

- A. Honeymoon
- B. Culture shock
- C. Mastery
- D. Adjustment

정답: A

질문 # 133

A U.S. Based high tech company has built a R&D office in Bangalore, India. Four years have passed since greenfield operation was successfully built. During this time, the new location has taken on higher priority

Headquarters wants the office to take on a new engineering project that would expand its business by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. However, the site still lacks technical knowledge in a particular area. Which of the following types of international assignments is the most appropriate in order to fill this knowledge gap ?

- A. Localized transfer
- **B. Short-term assignment**
- C. International commuting
- D. Long-term expatriation

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