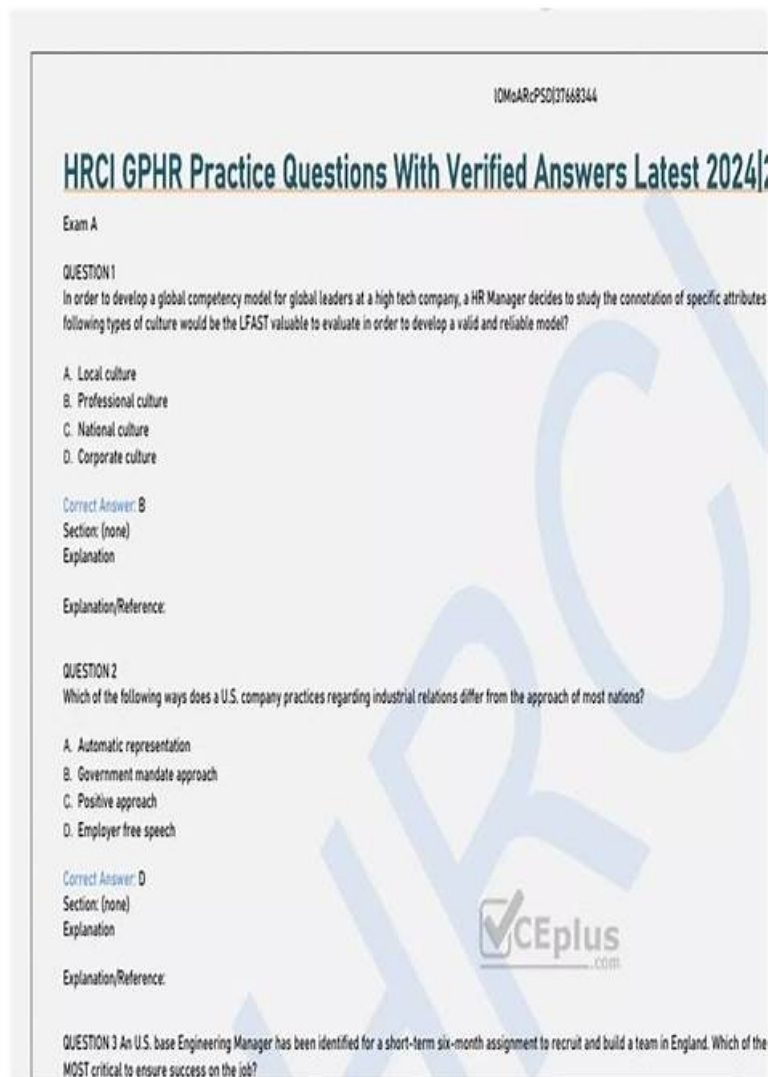


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HRCI Global Professional in Human Resource Sample Questions (Q118-Q123):

NEW QUESTION # 118

Which of the following is NOT considered a competitive advantage strategy ?

- A. Cost advantage
- B. Customer Intimacy
- **C. Above Market Compensation Structure**
- D. Product differentiation

Answer: C

NEW QUESTION # 119

When developing a cross-cultural team that includes members from high-power distance societies, what is critical to the success of the team?

- **A. Being aware of levels of social status**
- B. Having a quick reaction to issues
- C. Treating everyone as equals
- D. Questioning team members' ideas in public

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

In high-power distance cultures (e.g., India, Malaysia, Russia), people are comfortable with hierarchical structures and social inequality.

For cross-cultural teams to succeed:

- * Leaders must be mindful of rank and formality
- * Deference to seniors is expected
- * Challenging authority publicly can cause loss of face

GPHR Study Guide Extract - Workforce Relations and Risk Management / Hofstede's Power Distance:

"High-power distance cultures emphasize social hierarchy and authority. Effective cross-cultural collaboration requires sensitivity to these dynamics, including status, seniority, and role expectations." Western-style egalitarianism or informal criticism may create discomfort and resistance in such settings.

NEW QUESTION # 120

The HR Director of a multinational, U.S.-based company is proposing a staffing plan where foreign offices are staffed with as local nationals as possible instead of expatriates. Which of the following are NOT business justifications for this proposal?

- **A. Compliance with U.S. tax regulations**
- B. Realization of cost savings
- C. Building local expertise competencies
- D. Favorable tax treatment by local government

Answer: A

NEW QUESTION # 121

You have decided to outsource the moving service for all expatriate assignments. After an individual is chosen and has accepted an international assignment, you provide all necessary contact information to both parties with specific deadlines. Which of the following steps is the next step in managing the vendor ?

- A. Specifying objectives to the vendor
- B. Periodic management reports
- **C. Ensuring regular communication and reporting between parties**
- D. Monitoring operations for continual improvement

Answer: C

NEW QUESTION # 122

Which of the following competencies is required for a global leader to succeed cross-functionally across groups ?

- A. Transferring knowledge
- B. Obtaining information
- C. Establishing credibility
- **D. Selling**

Answer: D

NEW QUESTION # 123

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