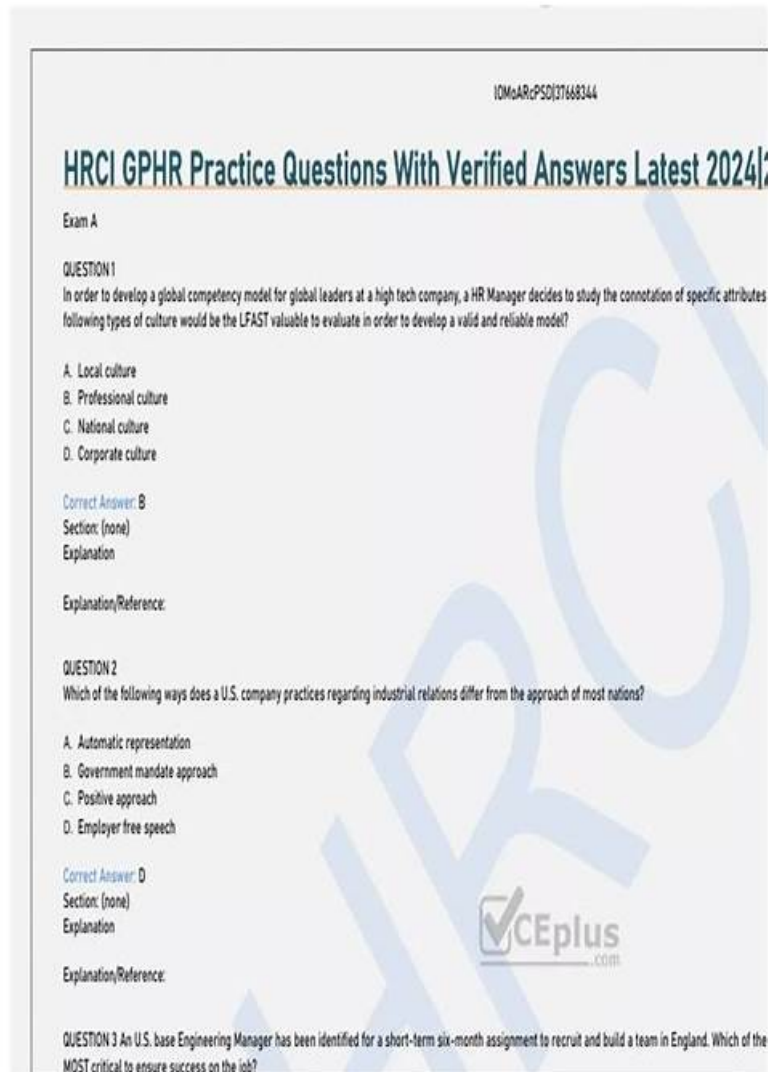


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HRCI Global Professional in Human Resource Sample Questions (Q52-Q57):

NEW QUESTION # 52

Which of the following would NOT impact the effectiveness of the transfer of training?

- A. Lack of reinforcement
- B. Lack of attitude
- C. Pressure amongst colleagues not to perform new skills
- D. Fear of change

Answer: B

NEW QUESTION # 53

A company just posted openings for entry-level finance positions. There were 400 total job applicants. The organization narrows the candidate pool to 20 qualified applicants and schedules interviews with all of them. The company offers employment to 10 applicants and 6 individuals accept the offers. What is the yield ratio of offers to interviews?

- A. 50%
- B. 33%
- C. 2.5%
- D. 60%

Answer: A

NEW QUESTION # 54

You are in the process of evaluating the current global compensation structure, which is based on headquarters biases. One of the remote offices has a very unique culture. Because their culture is diffuse often combining family, life, and work together, is universalistic, and focuses on the collective group.

On the other hand, the other locations, including headquarters, have a culture that is particularistic, individualistic, and specifically divides work and family. Which of the following aspects of the current structure might be affecting the unique location by the lack of adaptation to local pressure?

- A. Defined goals are clear, relevant, and ensure line of sight
- B. Every employment offer is detailed in writing
- C. Company has adopted an aggressive sales commission plan for each salesperson
- D. Company has adopted a gainsharing plan

Answer: C

NEW QUESTION # 55

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps.

One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process. When trying to identify potential internal candidates for the Senior Manufacturing Manager/Director position through the skills inventory, which of the following skills is the LEAST relevant ?

- A. Past experience with creating new manufacturing operations
- B. Past international experience
- **C. Strong technical understanding of manufacturing the designated product line**
- D. Ability to speak Chinese

Answer: C

NEW QUESTION # 56

According to the global performance management process, an organization should be aligning company systems in phases EXCEPT in which of the following stages?

- A. Specifying each employee's performance plan
- B. Linking benefits & rewards as well as employee development to the process
- **C. Defining global business strategy and objectives**
- D. Conducting the appraisal with each employee

Answer: C

NEW QUESTION # 57

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