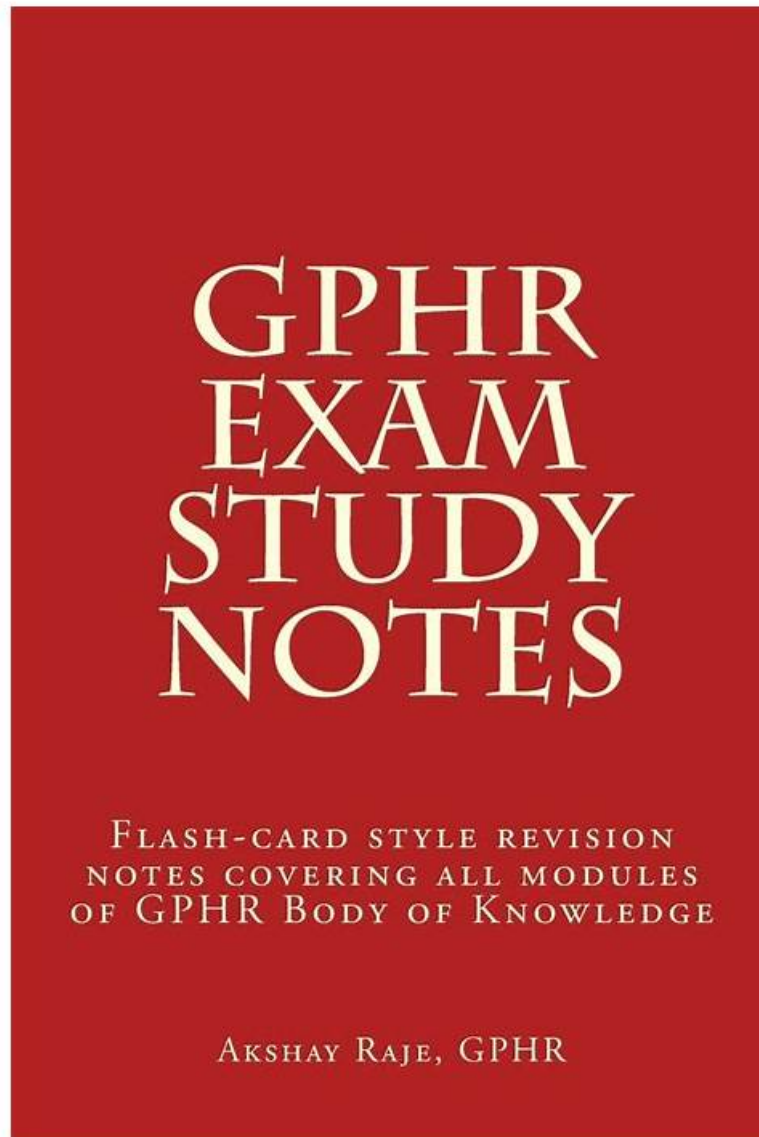


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HRCI Global Professional in Human Resource Sample Questions (Q43-Q48):

NEW QUESTION # 43

Which of the following individuals' participation would add the LEAST value in the selection process to find the most suitable candidate for an international assignment?

- A. Another expatriate who has worked in the host country
- B. Home country supervisor
- C. Host country supervisor
- D. Home country co-worker

Answer: D

NEW QUESTION # 44

Which of the following does NOT represent a strategic financial goal for a global company?

- A. Decrease cost of goods
- B. Effectively manage currency exchange fluctuations
- C. Increase revenue
- D. New market penetration

Answer: D

NEW QUESTION # 45

Researchers have determined that in some cultures, informal training programs are more effective than formal training programs. Which of the following programs is an example of a formal training program?

- A. Mentors
- B. Cross-cultural training
- C. Job rotations
- D. Knowledge management]

Answer: B

NEW QUESTION # 46

A manager works very closely with his subordinates to create an effective working environment. Once a new person is hired, he works with the employee to set realistic goals for the short-term and long-term. In addition, he continuously works employees to discuss career paths and career ambitions. He is constantly coaching, counseling, and mentoring. Once his employees reach goals, he rewards them through merit increase/ bonuses, offering job responsibilities with new challenges, and publicly recognizes their achievement in cross- departmental meetings. Which of the following motivational theories is least utilized in his management approach to motivating his employee?

- A. Vroom's Expectancy Theory
- B. McGregor's Theory X and Theory Y
- C. Self-Efficacy Theory
- D. Herzberg's Motivation-Hygiene Theory
- E. B.F. Skinner' Theory of Behavioral Reinforcement

Answer: C

NEW QUESTION # 47

Which of the following is a difference between the recruitment and selection of an individual for a position in the home country vs. For an international assignment?

- A. Cost-benefit analysis
- B. Reference checking
- C. Interviewing of family
- D. Review of previous work samples, experience, etc.

Answer: C

NEW QUESTION # 48

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