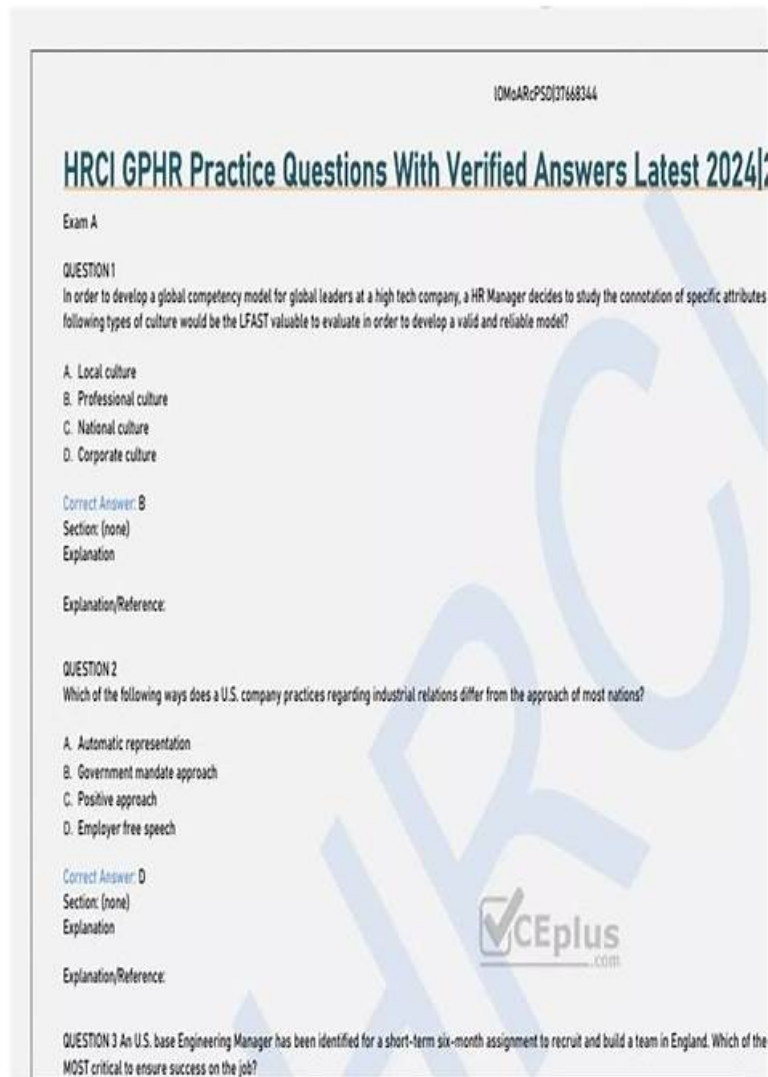


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HRCI GPHR Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">Global Talent Acquisition and Mobility
Topic 2	<ul style="list-style-type: none">Strategic HR Management
Topic 3	<ul style="list-style-type: none">Talent and Organizational Development.

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HRCI Global Professional in Human Resource Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following addresses the range and breadth of details related to international assignments ?

- **A. Company policies**
- B. Assignment plan
- C. International assignment letter of agreement
- D. International assignment process model

Answer: A

NEW QUESTION # 56

Which of the following is LEAST likely to be a consideration in the determination of hardship allowances?

- A. Cost of goods and services
- B. Quality of available housing
- C. Accessibility of medical facilities
- **D. Length of the assignment**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Hardship allowances are determined based on environmental conditions, not assignment duration. Key considerations include:

- * Political instability
- * Health and safety risks
- * Poor infrastructure
- * Climate and housing quality
- * Medical availability

These factors assess how difficult or uncomfortable the host country is for expatriates, not how long the assignment will be.

GP HR Study Guide Extract - Global Compensation and Benefits / Assignment Allowances:

"Hardship allowances compensate employees for difficult living conditions in the host country. Determining factors include health infrastructure, security, and housing-not the length of stay." Duration may impact total payout, but not the justification for the allowance itself.

NEW QUESTION # 57

Which of the following BEST identifies the stages in the strategic planning process ?

- A. Strategy Development -> Strategy Formulation -> Strategy Implementation -> Strategy Evaluation
- B. Mission & Objectives -> Determine Action Plans -> Strategy Implementation -> Evaluation & Control
- **C. Mission & Vision -> Determine Strategic Issues by performing a Gap Analysis, SWOT Analysis, & Benchmarking ->**

Strategy Formulation -> Strategy Implementation -> Evaluation & Control

- D. Mission & Objectives -> Strategy Formulation -> Environmental scanning -> Strategy Implementation -> Evaluation & Control

Answer: C

NEW QUESTION # 58

A U.S. based high tech company is considering building a R&D office in Bangalore, India. Which of the following factors is the LEAST relevant in considering whether to build a new global enterprise or not?

- A. Financial incentives
- B. Transfer capital earned to headquarters
- C. Infrastructure
- D. Workforce costs
- E. New market penetration

Answer: E

NEW QUESTION # 59

An executive who grew up in a collectivist culture relocates to a new country with an individualistic culture. Which behavior is the executive most likely to demonstrate in response to conflict?

- A. Logical argumentation
- B. Assertive approach
- C. Solution-based action
- D. Non-confrontational style

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

In collectivist cultures, conflict is often seen as disruptive to group harmony, which is a core value. As a result, individuals from such cultures tend to:

- * Avoid confrontation
- * Use indirect communication
- * Prefer harmony over resolution through debate

Even when they move to individualist cultures, these behaviors may persist initially, especially in emotionally charged situations.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Cultural Dimensions in Communication and Conflict:

"Individuals from collectivist cultures often adopt non-confrontational approaches to conflict. Preserving group harmony is prioritized over expressing disagreement directly." Conversely, individualistic cultures value directness and assertiveness, which may feel uncomfortable to someone from a collectivist background.

NEW QUESTION # 60

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