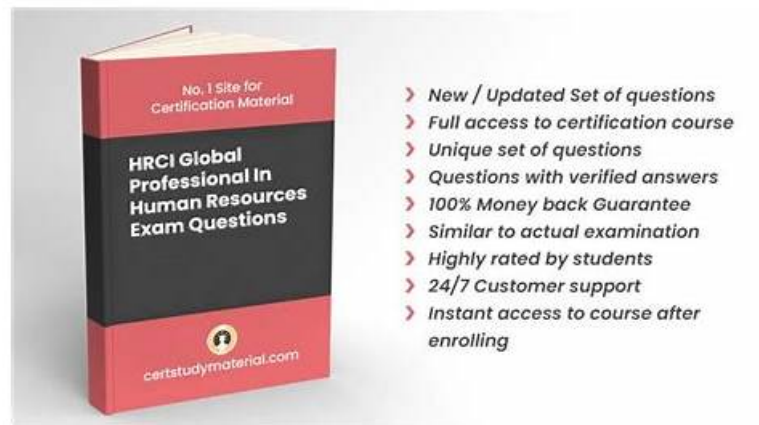


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HRCI Global Professional in Human Resource Sample Questions (Q15-Q20):

NEW QUESTION # 15

An Organization's sales team is made up of two individuals to sell its products internationally. In lieu of the small group, the company has decided to utilize representatives from other inability to communicate its technical aspects. Which of the following elements should the sales team work with marketing on to resolve this problem?

- A. Improve Product
- B. Lower Prices
- C. Improve Place (ie channel partner relationships)
- **D. Improve Promotion**

Answer: D

NEW QUESTION # 16

Which of the following statements is true?

- **A. Project managers have low to moderate level of authority in a balanced matrix organization**
- B. In a weak matrix organization, conflicts between functional managers and project managers are uncommon
- C. In a functional organization, conflicts between functional managers and project managers are uncommon
- D. Project managers have a moderate to high level of authority in a functional matrix organization

Answer: A

NEW QUESTION # 17

Employment relationships for most employees in Europe are primarily governed by:

- **A. Individual contracts of employment**
- B. The European Union Data Protection Directive
- C. At-will employment arrangements
- D. Informal customs and practices

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

In most European countries, the individual employment contract is a legally binding document that governs the employee-employer relationship. These contracts define:

- * Pay and benefits
- * Notice periods
- * Work hours
- * Termination conditions

This is a core difference from U.S. at-will employment, where terms are often less formalized and can be unilaterally changed or terminated.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Regional Legal Differences:

"In Europe, employment contracts are standard and enforceable under national labor law. They define the terms and conditions of employment, ensuring clarity and legal protection for both parties." The Data Protection Directive regulates personal data, not employment contracts.

NEW QUESTION # 18

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. Monitoring operations for continual improvement
- **C. Ensuring regular communication and reporting between parties**
- D. Periodic management reports

Answer: C

NEW QUESTION # 19

Which of the following is NOT a reason to outsource ?

- A. To share financial risk
- **B. To create value**
- C. To gain access to world-class talent
- D. To manage a difficult risk

Answer: B

NEW QUESTION # 20

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