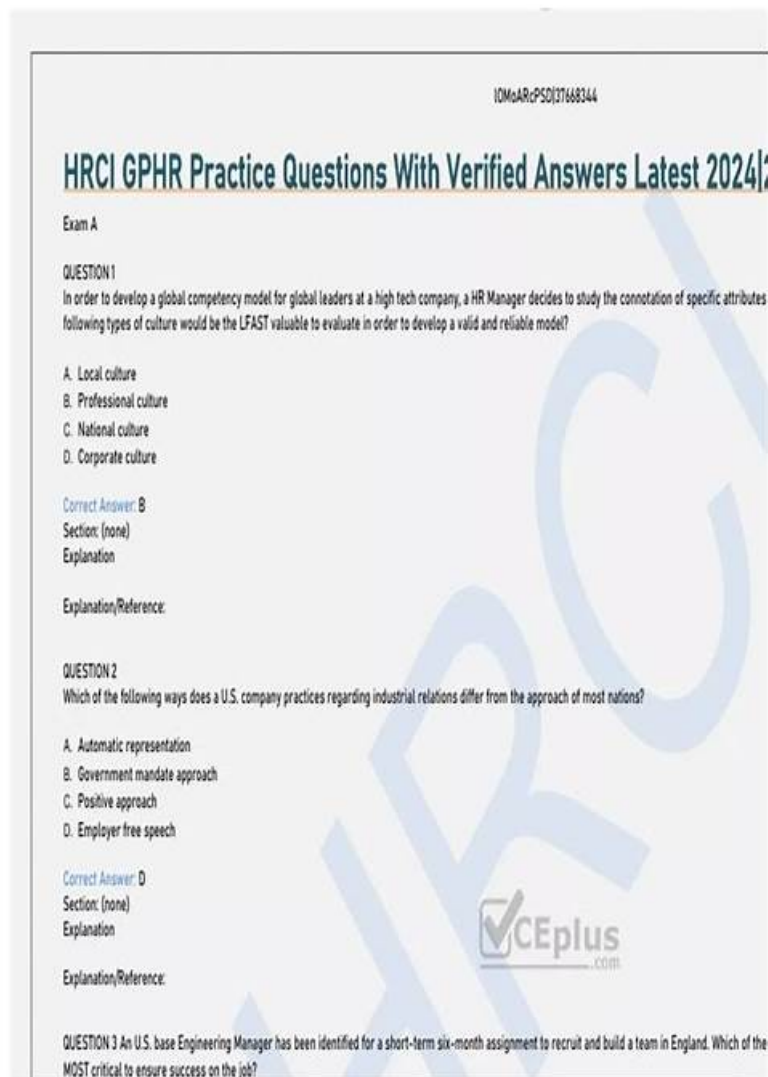


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HRCI Global Professional in Human Resource Sample Questions (Q72-Q77):

NEW QUESTION # 72

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. Periodic management reports
- **D. Ensuring regular communication and reporting between parties**

Answer: D

NEW QUESTION # 73

What is the first step in creating an international assignment policy?

- A. Creating a communication plan for stakeholders
- B. Developing benefits and compensation models
- C. Identifying assignment locations
- **D. Determining the type of assignments the organization will use**

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Before designing policies and benefits, HR must definewhat types of assignmentswill be supported, such as:

- * Short-term vs. long-term
- * Developmental vs. strategic
- * Rotational or commuter assignments

Each type has unique needs in terms of compensation, compliance, and support.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Assignment Planning and Design:

"A clear understanding of assignment types is essential in crafting effective mobility policies. This decision informs the structure, duration, and support mechanisms for each assignment." Skipping this step can result innisaligned benefits or inconsistent support.

NEW QUESTION # 74

A global pharmaceutical company is restructuring its compensation framework to support innovation across its R&D units located in the U.S., Switzerland, and Singapore. HR is tasked with developing a globally integrated yet locally relevant pay-for-performance system. Which of the following should be the primary consideration when designing this strategy?

- A. Benchmark compensation against the global pharmaceutical industry
- B. Implement a profit-sharing program at headquarters for all global employees
- C. Align performance incentives with regional innovation drivers and cultural expectations
- D. Establish a uniform bonus percentage across all regions

Answer: C

Explanation:

To drive innovation across borders, HR must align incentives with what motivates performance in each region

- which varies culturally. In collectivist cultures, group bonuses may be more effective; in individualistic ones, personal performance metrics are better motivators.

Uniform bonuses (A) and HQ-focused profit-sharing (D) can cause disengagement in other regions Industry benchmarks (B) help with pay levels but not motivation structure GPHR Concept: Performance and reward systems must support both global strategy and local motivational frameworks.

NEW QUESTION # 75

A technology organization in an expensive labor market is faced with rising costs and a lack of suitable software developers. In order to quickly solve this issue, the best recommendation an HR manager can propose is:

- A. Offshoring
- B. Outsourcing
- C. Acquisition
- D. Joint venture

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Offshoring refers to relocating business functions to a different country to reduce labor and operational costs.

It's a viable solution when:

- * The home market is expensive
- * Local talent is limited
- * The business seeks long-term operational efficiency

Unlike outsourcing (external third-party provider), offshoring retains internal control but leverages cheaper labor markets.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Sourcing and Offshoring:

"Offshoring involves moving business operations to another country to leverage cost advantages or labor availability. It maintains organizational control while addressing labor shortages or high costs." Joint ventures and acquisitions are more complex and time-intensive, making offshoring the fastest tactical fix.

NEW QUESTION # 76

Which of the following describes a framework a framework that links business strategies with day-to-day activities?

- A. Strategic Plan
- B. Organizational Values
- C. Management by Objective (MVO)
- D. Balanced Scorecard

Answer: D

NEW QUESTION # 77

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