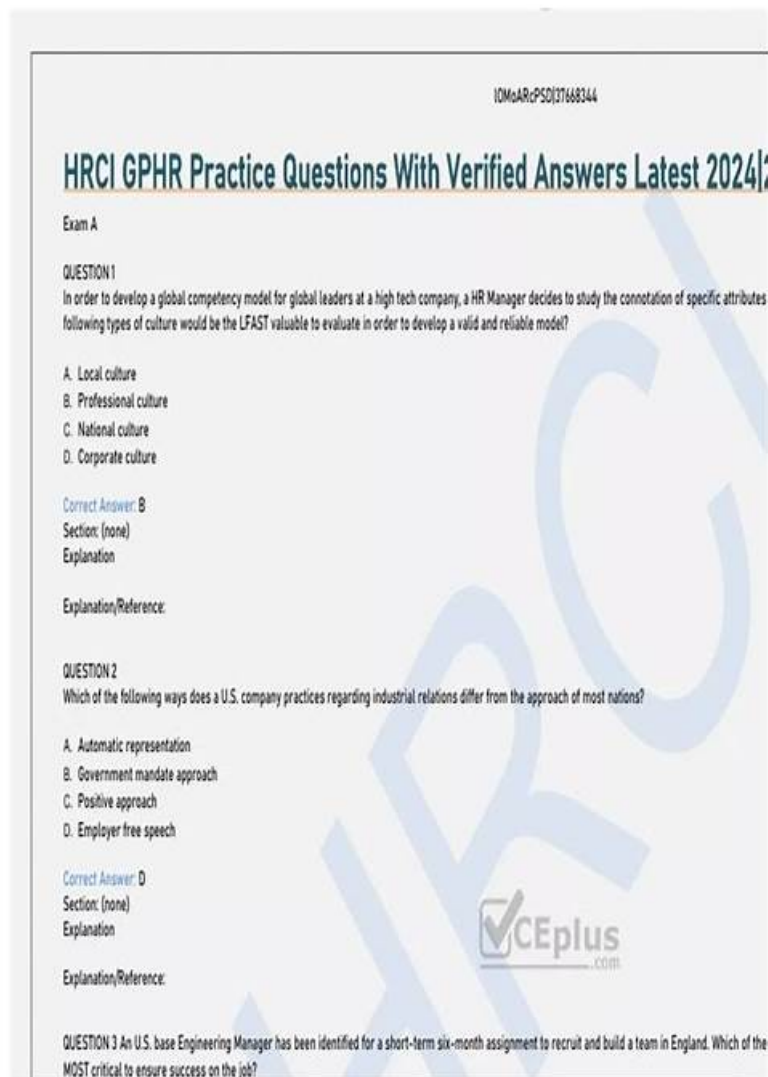


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HRCI Global Professional in Human Resource Sample Questions (Q51-Q56):

NEW QUESTION # 51

Which of the following is the most prevalent reason for a long-term, learning-driven expatriate assignment?

- A. Competency development
- B. Problem solving
- C. Employee retention
- D. Cost control

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Competency development is the primary strategic reason for sending employees on long-term, learning-based assignments. These assignments are intended to:

- * Build global leadership capability
- * Enhance cross-cultural competence
- * Provide exposure to complex business environments

This creates a pipeline of future global leaders, aligning with talent and succession strategy.

GPHR Study Guide Extract - Talent and Organizational Development / International Assignments for Development:

"Organizations increasingly view international assignments as leadership development tools. Long-term placements help high-potential employees gain strategic insights, develop cultural awareness, and expand their organizational influence." Retention is a benefit, not the goal. Cost control is a concern but not a motivator for development-driven assignments.

NEW QUESTION # 52

Which of the following has the biggest influence in determining the success of work-life balance programs?

- A. Corporate culture
- B. Office design
- C. Employee morale
- D. Onsite services

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

While facilities and morale contribute, corporate culture is the primary enabler or barrier to effective work-life balance (WLB). Culture determines:

- * Manager attitudes toward flexibility
- * Acceptance of remote work or leave policies
- * Whether employees feel safe using WLB options

Even well-designed programs will fail if the workplace discourages their use.

GPHR Study Guide Extract - Strategic Global Human Resources / Work-Life Balance and Engagement:

"The success of work-life programs is dependent on organizational culture. Without leadership support and cultural buy-in, employees may fear stigma or retribution for participating in such programs." Culture drives behavior more than policies or perks do.

NEW QUESTION # 53

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

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

Answer: C

NEW QUESTION # 54

A company has two locations and is in the domestic stage of globalization. Headquarters is in the U.S. focused on R&D, and another site has been built in Asia to manufacture the product. The firm has identified an objective to become a truly multinational corporation in 5 years in order to become components will likely MOST benefit this company by pursuing international assignments?

- A. Increased collaboration globally
- B. Knowledge sharing
- **C. Management controls**
- D. Better strategic decision-making

Answer: C

NEW QUESTION # 55

What should be the first step when developing a global HR strategic plan ?

- **A. Identify HR vision and goals**
- B. Assess HR resources available to implement plan
- C. Determine how each HR tactical activity aligns with organizational goals
- D. Identify S.M.A.R.T. HR objectives that align with organizational goals

Answer: A

NEW QUESTION # 56

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