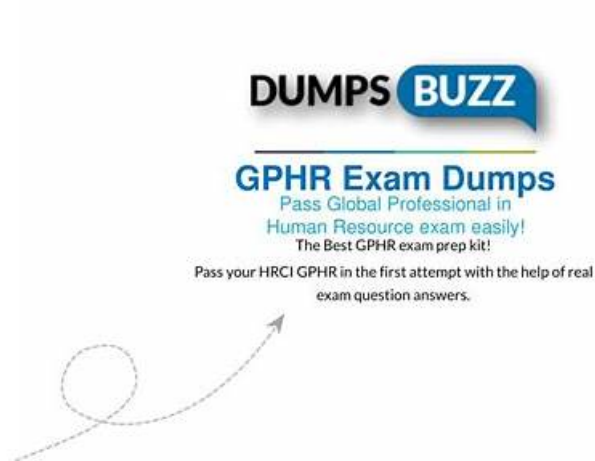


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HRCI Global Professional in Human Resource Sample Questions (Q128-Q133):

NEW QUESTION # 128

What is a disadvantage of the divisional departmentalization ?

- A. Unity of command is lost
- B. Disregards broader organizational considerations
- **C. Inefficient use of human resources**
- D. Focus is too narrow

Answer: C

NEW QUESTION # 129

Which of the following is an advantage of utilizing internal recruitment methods?

- A. New ideas/talents
- **B. Can result in succession of promotions**
- C. Helps meet diversity goals
- D. Reduces training cost

Answer: B

NEW QUESTION # 130

Organizations established expressly for an international market are known as:

- A. Joint ventures
- B. Multinationals
- **C. Born globals**
- D. Transnationals

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Born globals are organizations that are founded with a global market in mind from the outset. These companies:

- * Often emerge from high-tech or innovation-driven sectors
- * Do not follow traditional domestic-to-international growth paths
- * Focus on rapid internationalization

GPHR Study Guide Extract - Strategic Global Human Resources / Global Organizational Types:

"Born globals are firms that adopt a global strategy early in their development. They often leverage technology and niche market demand to scale internationally without traditional market sequencing." Multinationals grow gradually into global operations, while joint ventures are partnerships, and transnationals evolve through integration.

NEW QUESTION # 131

An organization is in the global stage of globalization. Which of the following BEST describes the key functions of human resources professionals working in this company at this time?

- A. Experts at moving resources back and forth across countries. Focused on only navigator role.
- B. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused on change partner and navigator role.
- C. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused builder and change partner role.
- **D. Experts at moving resources back and forth across countries. Focused on change partner and navigator role.**

Answer: D

NEW QUESTION # 132

A product manager is sent around the world to visit the various engineering sites in order to help develop the appropriate customer specifications into the final product. According to Hofstede, which of the following is NOT a potential underlying cultural value that the product manager should consider as being implicit in the interactions with the engineers and their behavior ?

- A. Individualism vs. collectivism
- B. Defined gender roles
- C. Universalism vs. particularism
- D. Level of uncertainty avoidance

Answer: C

NEW QUESTION # 133

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