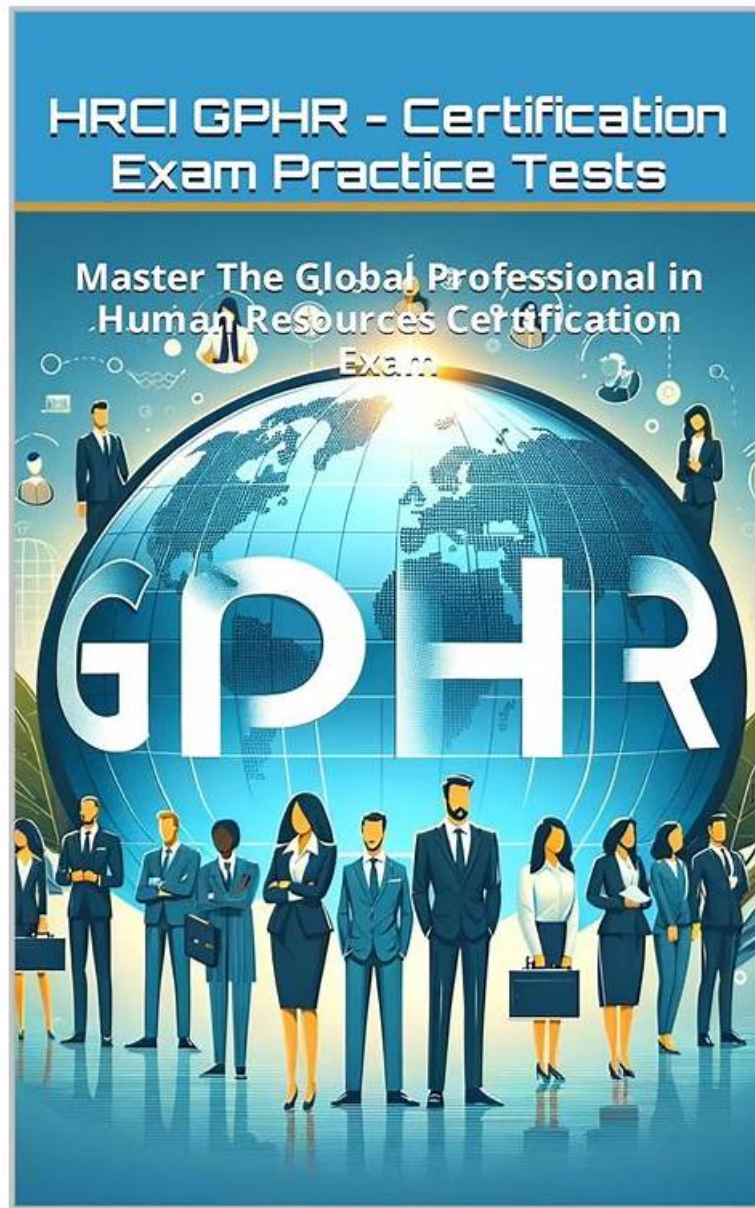


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HRCI Global Professional in Human Resource Sample Questions (Q23-Q28):

NEW QUESTION # 23

The success of an internal business process is evaluated by the extent to which that process meets the objectives of its function. Which of the following best describes this measurement of success?

- A. Effectiveness
- B. Balanced scorecard
- C. Efficiency
- D. Management by objective

Answer: A

NEW QUESTION # 24

An organization is creating an incentive pay plan for its global executives. Due to time pressures, the HR Director is not able to perform a complete analysis as to the measures that should be evaluated for each executive. Therefore, since the focus of the organization this year is on meeting revenue targets in order to reach break-even in 2 years, the HR Director and CEO recommend to the Board of Directors an incentive plan for each executive tied to this year's revenue only. Which of the following statements is true in regards to the incentive pay plan?

- A. This is not an effective executive incentive pay plan because it does not align with the organizational goals and objectives
- B. This is not an effective executive incentive pay plan because it does not have a sunset clause
- C. This is not an effective executive incentive pay plan because it does not incorporate goals line of sight
- D. This executive incentive pay plan is not a win-win situation

Answer: C

NEW QUESTION # 25

Which of the following is NOT A measurement technique that measures the effectiveness of an internal process?

- A. Return on Investment (ROI) analysis
- B. Correlational study
- C. Break-even analysis
- D. Cost-benefit analysis

Answer: B

NEW QUESTION # 26

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Financial incentives are inadequate
- B. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- **C. No clear, identified path for career development guaranteed after the assignment**
- D. Company's poor record of successful expatriations programs

Answer: C

NEW QUESTION # 27

Which of the following is NOT a benefit of a company and community site visit and orientation before an individual decides to accept an international assignment?

- **A. Results in the selection of the most qualified candidate**
- B. Helps an organization to dispel unrealistic expectations
- C. Encourages self selection
- D. Reduces employee turnover

Answer: A

NEW QUESTION # 28

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