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HRCI Global Professional in Human Resource Sample Questions (Q26-Q31):

NEW QUESTION # 26

An organization has decided to utilize a geographic organizational structure. It has several offices throughout Europe and one office in Asia, in particular, in Shenzhen, China. Although the European offices are very well integrated into headquarters, the office in China has been running fairly independently. Of the locations, this office has been the most resistant to expatriates entering and to developing local talent. In fact, headquarters suspects that most of the hiring and promotions have been based on nepotism. After performing a global gap analysis, the global HR team has identified an initiative to identify at least three potential candidates for each Senior Director and VP position. Which of the following describes the BEST tactical plan to address this initiative?

- A. By the end of year 1, 75% of all managers in China will be enrolled in Management 101 course for at least 3 hours per week and participate in mentoring programs
- **B. By the end of year 1, succession plans will be developed for all Senior Directors in the company**
- C. All offices have developed a succession plan for Senior Director and VP positions, except for the China office
- D. 15% of positions still need a viable succession plan

Answer: B

NEW QUESTION # 27

Which of the following is NOT a basic objective of a total compensation system?

- A. Aligns with organization's vision, mission, and short and long-term strategies
- **B. Provides direct compensation that leads the market**
- C. All of the above
- D. Internal and external equity for employees

Answer: B

Explanation:

Explanation

NEW QUESTION # 28

A company has decided to terminate the employment of an executive for performance reasons. The HR Manager to create a severance package. Which of the following factors would NOT be considered when creating the final severance package?

- **A. Severity of his lack of performance**

- B. Notice pay protection laws
- C. Total compensation in relation to severance package
- D. Length of service at company

Answer: A

Explanation:

Explanation/Reference:

NEW QUESTION # 29

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations. Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- C. A 40-year old finance manager working in Africa who has been with the company for 8 years
- **D. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments**

Answer: D

NEW QUESTION # 30

Which of the following actions is NOT subject to prosecution, based on the Age Discrimination in Employment Act (ADEA)?

- A. Age based discrimination against a non-U.S. citizen in Pakistan by an India based corporation.
- B. Age based discrimination against a non-U.S. citizen in Pakistan by a U.S. based corporation.
- **C. Age based discrimination against a U.S. citizen in Pakistan by an India based corporation.**
- D. Age based discrimination against a U.S. citizen in Pakistan by a U.S. based corporation.

Answer: C

NEW QUESTION # 31

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