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in Human Resource Exam

Exam questions with answers and  
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## HRCI Global Professional in Human Resource Sample Questions (Q16-Q21):

### NEW QUESTION # 16

The HR Director of a multinational, U.S.-based company is proposing a staffing plan where foreign offices are staffed with as local nationals as possible instead of expatriates. Which of the following are NOT business justifications for this proposal?

- A. Building local expertise competencies
- B. Compliance with U.S. tax regulations
- C. Realization of cost savings
- D. Favorable tax treatment by local government

**Answer: B**

### NEW QUESTION # 17

Compared with the expatriation process, repatriation is often:

- A. More difficult, because return placement is usually to a more challenging position.
- B. Easier, because of the repatriate's international experience.
- **C. More difficult, because job opportunities may be limited.**
- D. Easier, because the employee looks forward to returning home.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Repatriation is complex because:

- \* Employees return to organizations that may not fully leverage their global experience
- \* Suitable roles may not be available
- \* Reverse culture shock is common

This leads to disengagement and attrition.

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

"Job uncertainty and lack of reintegration planning make repatriation a major challenge, often resulting in high turnover among returning employees."

### NEW QUESTION # 18

Which of the following is the most important step when outsourcing the set up of a new HRIS (human resource information system)?

- A. Prepare a detailed request for proposal (RFP) defining desired specifications
- B. Select the best HRIS system with extensive capabilities
- C. Develop a complaint procedure for all work disputes
- **D. Analyze the organization's needs for building a HRIS system**

**Answer: D**

### NEW QUESTION # 19

A company is considering moving its production offshore to Shenzhen, China. The HR Manager is tasked with identifying the supply and demand for skilled labor, the costs of recruiting workers, and the turnover trends in the area. When conducting this environmental scan, which of the following types of influences best describes these indicators?

- A. Political factors
- B. International factors
- **C. Labor market factors**
- D. Economic factors

**Answer: C**

### NEW QUESTION # 20

A company just posted openings for entry-level finance positions. There were 400 total job applicants. The organization narrows the candidate pool to 20 qualified applicants and schedules interviews with all of them. The company offers employment to 10 applicants and 6 individuals accept the offers. What is the yield ratio of offers to interviews?

- A. 33%
- B. 2.5%
- **C. 50%**
- D. 60%

**Answer: C**

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