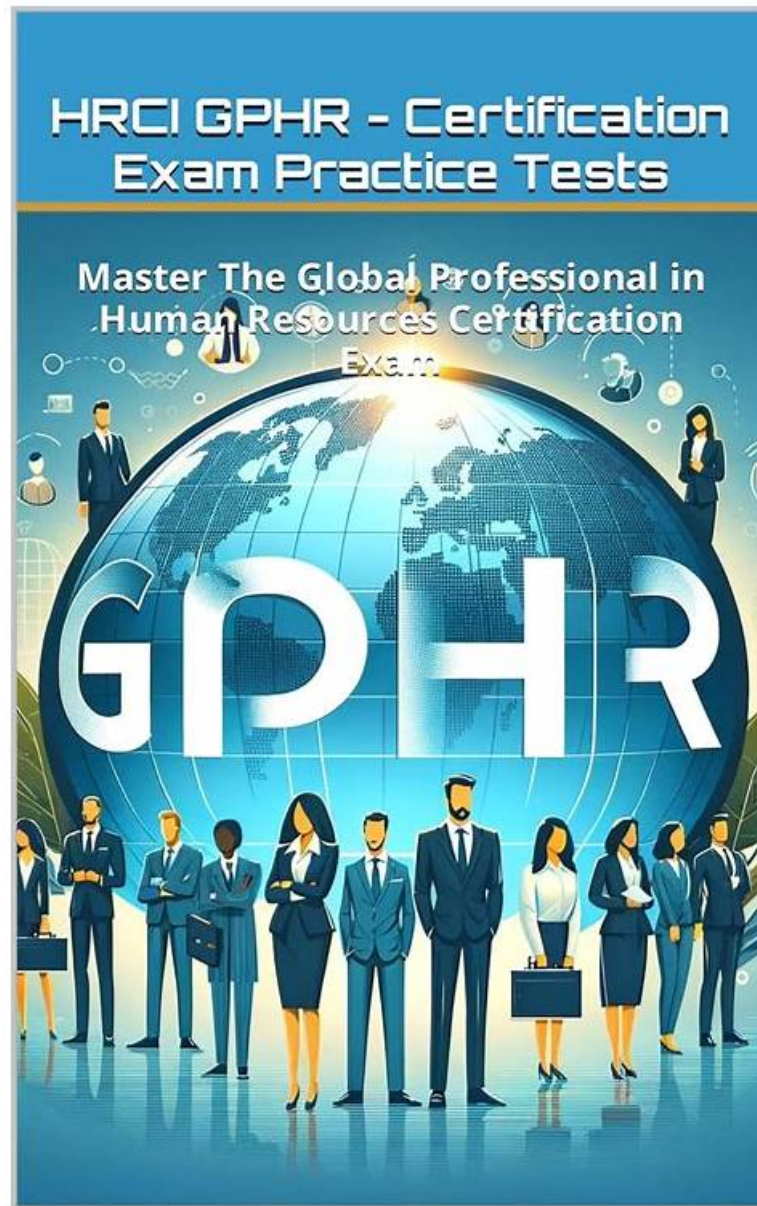


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HRCI Global Professional in Human Resource Sample Questions (Q18-Q23):**NEW QUESTION # 18**

Let's assume that a company's promotion/ compensation philosophy focuses on the employees' long term goals. The company believes all employee should be given the opportunity to pursue their long-term professional goals, as long as they are willing to put in the time and effort. In fact, the company extends this general philosophy of the importance of the individual to a "no-layoff" policy, even in difficult business times. Which of the following best describes this type of culture?

- A. Clan culture
- B. Contribution-oriented
- C. Bureaucratic culture
- **D. Entitlement-oriented**

Answer: D

NEW QUESTION # 19

Which of the following is NOT a potential outcome of a poor decision making process by the individual in resolving to pursue an international assignment?

- **A. Home country manager addresses problems quickly and thoroughly while the individual is on assignment**
- B. Individual evaluates aspects of the international assignment incorrectly due to the lack of knowledge in doing so
- C. Unrealistic expectations about assignment
- D. Dissatisfaction by assignee's family

Answer: A

Explanation:

Explanation/Reference:

NEW QUESTION # 20

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. In order to build accountability for implementing this initiative, which of the following pieces of information is NOT necessary?

- A. Source of resources
- B. Benefit to the individual and organization
- C. Developing S.M.A.R.T objectives
- **D. Modes of communication**

Answer: D

NEW QUESTION # 21

Which of the following is NOT an action performed during the needs analysis analysis stage of the change management process ?

- A. Assessing the organization and its history
- B. Specifying the objective to be achieved
- C. Environmental scanning
- D. Discussing alternative plans and gauging reactions

Answer: D

NEW QUESTION # 22

Which of the following is considered an equalization adjustment in an international assignee's compensation package?

- A. Home leave
- B. Reimbursement for payments into host-country welfare plans
- C. Hardship allowance
- D. Education allowance for self, children, and/or spouse

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Equalization adjustments are intended to neutralize the financial impact of working in a foreign country.

These adjustments ensure the assignee neither gains nor loses financially due to local tax systems, social programs, or cost differences. Reimbursement for host-country welfare contributions is a prime example. This prevents the employee from paying twice (once in the home country and again abroad), which can cause financial strain.

GPHR Study Guide Extract - Global Compensation and Benefits / International Assignment Compensation:

"Equalization aims to make the assignee financially whole by offsetting additional costs or deductions incurred in the host location. This includes contributions to host-country pension, healthcare, and welfare programs." Other items like hardship or education allowances are benefits, not equalizers.

NEW QUESTION # 23

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