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QUESTION 1

Which is NOT a potential difference in benefits practices that Human Resources should evaluate when developing a global compensation and benefits strategy?

- A. Leaves of absences
- B. Life insurance benefits
- C. Reasons for termination
- D. Medical coverage

Correct Answer: C

QUESTION 2

U. S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is almost done with the assignment and describes the entire opportunity as being exciting and challenging. He wants to stay in Europe further and hopes to go on future international assignments.

According to Black and Mendenhall, which of the following stages of the cross-cultural adjustment cycle is the manager in?

- A. Culture shock
- B. Mastery
- C. Adjustment
- D. Honeymoon

Correct Answer: D

QUESTION 3

A Product Manager travels 2 weeks every month to the Asia office on business. The other 2 weeks of the month, she works at the U.S. based headquarters. She gets compensated in U.S. dollars. While in Asia, she works with the respective Engineering team to define specifications that will meet customer expectations.

Which of the following describes her work situation?

- A. Localized transfers
- B. Extended business travel
- C. Third country national



D. Short-term assignments

Correct Answer: B

QUESTION 4

A Product Manager has been identified to travel 2 weeks every month to the Asia Engineering office on extended business travel for an eight-month period. The other 2 weeks of the month, she works at the U.S. Based headquarters. Which of the following training programs is the MOST critical to ensure success on the job ?

- A. Technical ability
- B. Cross cultural team building
- C. Language
- D. Cross cultural training

Correct Answer: D

QUESTION 5

Which of following answer is NOT an international assignee?

- A. Expatriate
- B. Inpatriate
- C. Third country nationals
- D. Local nationals

Correct Answer: D

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