



# GPHR<sup>Q&As</sup>

Global Professional in Human Resource

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**QUESTION 1**

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

Correct Answer: C

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**QUESTION 2**

You are in the process of developing a global compensation structure. Which of the following factors does NOT affect the strategy pursued ?

- A. Laws and regulations
- B. Cultural differences
- C. Economic factors
- D. Career management system

Correct Answer: D

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**QUESTION 3**

In order to measure staffing effectiveness, a company measures the yield ratio of offers to interviews. According to the research, the company yields the following ratios for the following staffing sources: contingency firms (15% first year's

salary) 1/10, website (1% GandA costs) 2/12,

employee referrals (\$0 cost) 3/9, internal recruiters (4% GandA costs) 1/15.

Which of the following decisions is a good decision based on the information provided above ?



- A. Pursue use of alternate staffing sources
- B. Pursue relationships with alternate contingency firms
- C. Terminate internal recruiters
- D. Promote employee referrals

Correct Answer: D

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#### QUESTION 4

Which of the following is NOT a characteristic of adult learning?

- A. Problem-focused learning
- B. Learn through experience
- C. Internal motivation to learn
- D. Subject-focused learning

Correct Answer: D

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#### QUESTION 5

The following non-immigrant visa allows managers, who work for a foreign employer, to work in the United States for a parent, subsidiary, or affiliate company if the individual worked as a manager during one of the last three years:

- A. B-1 business visitor visa
- B. L-1 intracompany transfer visa
- C. H-1B specialty occupation visa
- D. TN visa

Correct Answer: B

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