



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

Global Professional in Human Resource

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**QUESTION 1**

A company has selected a young Operations manager to start a factory operation in Malaysia over a three-year period. The assignment may extend another couple of years depending on the required transition. Which of the following programs is likely the MOST valuable to this international assignee while on assignment?

- A. Programs to help manage his career
- B. Creating vehicles for communication with home country
- C. Mentoring
- D. Training

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 dose NOT contribute to a balanced and consistent compensation strategy?

- A. Perceptions of fairness by employees
- B. Continual communication across functions and locations
- C. Cross-cultural training
- D. Assumptions of working standards understood, ie hours worked on average in a week, termination costs.

Correct Answer: C

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**QUESTION 3**

An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the following training programs is the MOST critical to ensure success on the job?

- A. On-the-job training
- B. Multi-cultural team building
- C. Language
- D. Cross-cultural training

Correct Answer: B

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#### QUESTION 4

Which of the following 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. Medical coverage
- D. Reasons for termination

Correct Answer: D

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#### QUESTION 5

Which of the following is an example of a group incentive pay plan?

- A. Piece rate plan
- B. Commissions
- C. Gainsharing plan
- D. Profit-sharing plans

Correct Answer: C

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