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**QUESTION 1**

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations.

Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 40-year old finance manager working in Africa who has been with the company for 8 years
- C. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- D. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments

Correct Answer: D

QUESTION 2

Which of the following issues does the International Labor Organization (ILO), European Union (EU), and the Organization Economic Cooperation and Development (OECD) all address?

- A. Industrial relations
- B. Combating bribery
- C. Taxation
- D. Education and culture

Correct Answer: A

QUESTION 3

Let's assume you are a HR Manager at a high tech start-up company in its late stages with 3 rounds of funding. The firm's cash balance is \$13 million, with a burn rate off \$1 million/per month.

It anticipates a break-even within 1 1/2 years, and there are no plans for acquisition or IPO within the next year. The company is an opto-electronics company, which is a highly specialized niche within the telecommunications industry. You

are building out a team for Operations, which will be made up of experienced individuals from top competitor.

What is the most appropriate compensation philosophy for this organization?



- A. Lag the market
- B. Lead the market
- C. At the market
- D. Compensation that the ideal candidate demands

Correct Answer: C

QUESTION 4

HR Management is a key factor in building competitiveness through its alignment with the organization's strategies. Which of the following BEST describes the functions of personnel focused on achieving this aspect of their role ?

- A. The change partner, operational, and administrative
- B. The builder, strategic, and operational
- C. The navigator, strategic, and operational
- D. The navigator, operational, and administrative

Correct Answer: B

QUESTION 5

You are in the process of developing a global compensation structure. In order to ensure a balanced strategy, you are evaluating legal differences between sites. Which of the following is NOT a common difference that you should assess?

- A. Existence of at-will employment
- B. Definition of overtime
- C. Rates of taxation for in headquarters
- D. Minimum wage

Correct Answer: C

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