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**QUESTION 1**

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- B. No clear, identified path for career development guaranteed after the assignment
- C. Financial incentives are inadequate
- D. Company's poor record of successful expatriations programs

Correct Answer: B

QUESTION 2

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

Correct Answer: B

QUESTION 3

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

- A. Benchmarked results
- B. Training and development
- C. Individual assessment
- D. Task assessment

Correct Answer: B

**QUESTION 4**

A U.S. Based high tech company has built a RandD office in Bangalore, India. Four years have passed since greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and has trained and developed managerial skills of its newly recruited managers in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. However, the site still lacks technical knowledge in a particular area.

Which of the following types of international assignments is the most appropriate in order to fill this knowledge gap ?

- A. Localized transfer
- B. International commuting
- C. Short-term assignment
- D. Long-term expatriation

Correct Answer: C

QUESTION 5

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

QUESTION 6

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India After re-entry, there are no appropriate positions available in the organization at headquarters.



Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Maintain employee morale in the host country
- B. Building a global workforce
- C. Sharing the recently acquired knowledge
- D. Retaining the talent for the future

Correct Answer: A

QUESTION 7

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

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

Correct Answer: D

QUESTION 8

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

QUESTION 9

Which of the following is NOT A measurement technique that measures the effectiveness of an internal process?



- A. Cost-benefit analysis
- B. Break-even analysis
- C. Correlational study
- D. Return on Investment (ROI) analysis

Correct Answer: C

QUESTION 10

Productivity measures the and of work done, taking into account the cost of the resources it took to do the work

- A. quantity and quality
- B. output and capital
- C. input and output
- D. output and quantity

Correct Answer: A

QUESTION 11

What is a disadvantage of the divisional departmentalization ?

- A. Focus is too narrow
- B. Inefficient use of human resources
- C. Disregards broader organizational considerations
- D. Unity of command is lost

Correct Answer: B

QUESTION 12

Which of the following leadership theories believes that leadership styles should correspond to the maturity of the employees?

- A. Contingency theories
- B. Situational theories



C. Behavioral theories

D. Trait theories

Correct Answer: B

QUESTION 13

Which of the following is an advantage of utilizing internal recruitment methods?

A. Reduces training cost

B. Can result in succession of promotions

C. Helps meet diversity goals

D. New ideas/talents

Correct Answer: B

QUESTION 14

You are preparing an on-assignment checklist for an individual going on an international assignment. Which of the following items is the LEAST important to pursue ?

A. Creating avenues for communication

B. Identify school for children

C. Cross-cultural training

D. Moving/relocation services

Correct Answer: B

QUESTION 15

A U.S. based high tech company has built a RandD office in Bangalore, India. Four years have passed since the Greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and trained and developed managerial skills of its newly recruited manages in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. The management team understand that is must create an international assignment program to have this project run smoothly. The team believes that extended business travel would be the most appropriate program.



In order to confirm their belief, the HR manager does extensive research. The analysis shows that extended business travel will result in \$10,000,000 additional revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year.

What is the break-even point

A. 2.4 months

B. 4.8 months

C. 6 months

D. 2 months

Correct Answer: B

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