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QUESTION 1

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 2

Which of the following elements of a competency model allows for clear feedback to employees regarding their career growth?

- A. Highly complex competency model
- B. Highly precise competencies
- C. Extremely broad competencies
- D. Highly integrated competency model across the organization

Correct Answer: B

QUESTION 3

Which of following answer is NOT an international assignee?

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

Correct Answer: D

QUESTION 4

A U.S. based high tech company decides to build a RandD office in Bangalore, India.

Which of the following terns describes this kind of expansion decision?

- A. Greenfield operation
- B. International merger
- C. Joint venture
- D. Trading house

Correct Answer: A

QUESTION 5

A U.S. based high tech company has just built a new manufacturing operation in Beijing, China. Over the last two months, they have been trying to recruit skilled and unskilled labor to fill the new open positions. In addition, the company has decided to create 2 international assignments to fill identified skill gaps.

One position is for a Senior Manufacturing Manager/Director to get the operation up and running within 4 more months meeting identified planned outs and the second position is for a Senior Manufacturing Engineer to deal with any engineering issues when developing the process.

When trying to identify potential internal candidates for the Senior Manufacturing Manager/Director position through the skills inventory, which of the following skills is the LEAST relevant ?

- A. Ability to speak Chinese
- B. Past experience with creating new manufacturing operations
- C. Past international experience
- D. Strong technical understanding of manufacturing the designated product line

Correct Answer: D

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