

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

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**QUESTION 1**

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 2**

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- C. Perception skills
- D. Family-spouse adjustment

Correct Answer: D

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**QUESTION 3**

Human resource management is conducted to achieve goals.

- A. Organizational
- B. Personnel
- C. Supervisory
- D. Management

Correct Answer: A

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#### QUESTION 4

Which of the following is NOT a reason why a company would pursue moving forward with an acquisition?

- A. Improve customer relations
- B. Increase their current market share
- C. Acquire new skills and talents
- D. Expand their product portfolio

Correct Answer: A

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#### QUESTION 5

Which of the following is an intangible cost of an international assignment?

- A. Career support for spouse in home and host country
- B. Allowances
- C. Home leave for vacation back to the home country to visit family
- D. Opportunity cost of potential contributions in home country

Correct Answer: D

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