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QUESTION 1

Let's assume that a company's promotion/ compensation philosophy focuses on the employees' long term goals. The company believes all employee should be given the opportunity to pursue their long-term professional goals, as long as they are willing to put in the time and effort. In fact, the company extends this general philosophy of the importance of the individual to a "no-layoff" policy, even in difficult business times.

Which of the following best describes this type of culture?

- A. Clan culture
- B. Bureaucratic culture
- C. Entitlement-oriented
- D. Contribution-oriented

Correct Answer: C

QUESTION 2

An organization allows its employees to make 2% of compensation contributions to a retirement plan. After retirement, the company promises to pay employees 50% compensation using the final pay formula. Which of the following is this an example of?

- A. Defined benefit plan
- B. Totalization agreement
- C. Defined contribution plan
- D. Lump sum payment

Correct Answer: A

QUESTION 3

You are preparing a pre-departure checklist for an individual going on an international assignment.

Which of the following items is the LEAST important to pursue?

- A. Appropriate visa
- B. Appropriate vaccinations
- C. Company site orientation

- D. Identify temporary housing
- E. Shipping goods through customs

Correct Answer: C

QUESTION 4

You are responsible for hiring an engineering architect in Bangalore, India through a short-term international assignment.

Which of the following techniques is the LEAST relevant selection criterion tool for this position ?

- A. Standardized measures of psychological traits
- B. Evaluation of work samples
- C. Self-assessment
- D. One-on-one interviewing

Correct Answer: C

QUESTION 5

Which of the following groups would NOT be considered to be subject matter experts (SME's) of a job function?

- A. Current incumbents
- B. Direct reports
- C. Trained job analysts
- D. D.Supervisours

Correct Answer: B

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