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QUESTION 1

Which of the following factors dose ONT affect the trainability of individuals?

- A. Perception of environment
- B. Time
- C. Ability
- D. Motivation

Correct Answer: B

QUESTION 2

The HR Director of a multinational, U.S. based company is proposing a staffing plan where foreign office are staffed with as many third country nationals as possible instead of expatriates. Which of the following is an advantage to utilizing third country nationals vs. expatriates to fill international assignments?

- A. Helps to create a truly global workforce
- B. Helps solve specific problems to meet specific needs
- C. Facilitates global integration and standardization
- D. Helps to develop a pool of global executives

Correct Answer: A

QUESTION 3

You are in the process of developing a global compensation structure. Which of the following factors does NOT affect the strategy pursued ?

- A. Laws and regulations
- B. Cultural differences
- C. Economic factors
- D. Career management system

Correct Answer: D

QUESTION 4

Which of the following describes a statement that specifies the activities which the organization intends to pursue and the course it has charted for the future ?

- A. Mission Statement
- B. Vision Statement
- C. Organizational Values
- D. Strategic Plan

Correct Answer: A

QUESTION 5

Which of the following is NOT a potential difference in benefits practices that Human Resources should evaluate when developing a global compensation and benefits strategy?

- A. Leaves of absences
- B. Life insurance benefits
- C. Medical coverage
- D. Reasons for termination

Correct Answer: D

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