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**QUESTION 1**

A corporation decides to pursue a participative management style in order to make improvements in their operational efficiencies. Which of the following processes is the organization utilizing in order to achieve their strategic goal?

- A. Continual renewal process
- B. Total quality management
- C. Horizontal learning process
- D. Entrepreneurial process

Correct Answer: D

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**QUESTION 2**

A company is considering moving its production offshore to Shenzhen, Chian. Which of the following is NOT a potential negative consequence of this strategy?

- A. Large intial investment during transfer of knowledge
- B. Decline in employee morale due to fear of losing their jobs
- C. Inhibits internal development of critical skills and knowledge
- D. Loss of RandD capability

Correct Answer: D

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**QUESTION 3**

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

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**QUESTION 4**

A company just posted openings for entry-level finance positions. There were 400 total job applicants. The organization narrows the candidate pool to 20 qualified applicants and schedules interviews with all of them. The company offers employment to 10 applicants and 6 individuals accept the offers.

What is the yield ratio of offers to interviews?

- A. 50%
- B. 60%
- C. 2.5%
- D. 33%

Correct Answer: A

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#### QUESTION 5

A U.S. Based high tech company has built a RandD office in Bangalire, 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

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