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QUESTION 1

Which of the following is an example of a group incentive pay plan?

- A. Piece rate plan
- B. Commissions
- C. Gainsharing plan
- D. Profit-sharing plans

Correct Answer: C

QUESTION 2

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 3

Which of the following types of organizational structures would be MOST effective in being responsive to customer?

- A. Line units
- B. Matrix
- C. Divisional
- D. Functional

Correct Answer: C

QUESTION 4

Which of the following represents a HR strategic activity?

- A. Recruitment of staff for new RandD project
- B. Implement annual performance appraisal programs
- C. Designing an employment brand
- D. Provide specific job training programs

Correct Answer: C

QUESTION 5

According to Gregersen and Black, which of the following type of expatriate is the most likely to work through problems by constantly weighing the pros and cons of basing decision s on localized values vs. the corporation\\'s standardized procedures and processes?

- A. Dual citizen
- B. Expatriate who "goes native"
- C. Homebound expatriate
- D. Free agent

Correct Answer: A

QUESTION 6

Which of the following is NOT a potential difference in benefits practice that Human Resources should evaluate when compensating an expatriate or local national ?

- A. Medical care
- B. Hours worked per week
- C. Social security
- D. Vacation days

Correct Answer: B

QUESTION 7

Which of the following represents a PRIMARY reason why employees leave an organization ?

- A. Lack of challenging work
- B. Manager does not share relevant information with employees
- C. Manager is not approachable and open to new ideas
- D. Uncertainty of future

Correct Answer: D

QUESTION 8

A company has two locations and is in the domestic stage of globalization. Headquarters is in the U.S. focused on RandD, and another site has been built in Asia to manufacture the product.

The firm has identified an objective to become a truly multinational corporation in 5 years in order to become components will likely MOST benefit this company by pursuing international assignments?

- A. Better strategic decision-making
- B. Management controls
- C. Increased collaboration globally
- D. Knowledge sharing

Correct Answer: B

QUESTION 9

Which of the following is a measure of recruiting effectiveness in the long term?

- A. Cost per applicant hired
- B. Quantity of applicants
- C. Average time required to recruit applicants
- D. Turnover of hires

Correct Answer: D

QUESTION 10

Which category of employees is likely to have the widest pay range?

- A. Mechanics
- B. Administrative Assistants

C. Engineers

D. Executives

Correct Answer: D

QUESTION 11

A company develops its future leaders by hiring college graduates of top tier universities and putting them through a management program. During the management program, they are rotated through various job functions over 2-3 years. During this time period, their success in a technical area of expertise isolates out the potential leaders for various departments.

According to Evans, Pucik, and Barsoux, which of the following approaches to leadership to leadership identification and development is this organization utilizing ?

A. Functional

B. Elite Political

C. Elite Cohort

D. Managed Development

Correct Answer: A

QUESTION 12

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 13

A company is considering moving its production offshore to Shenzhen, China. The HR Manager is tasked with identifying the supply and demand for skilled labor, the costs of recruiting workers, and the turnover trends in the area.

When conducting this environmental scan, which of the following types of influences best describes these indicators?

- A. Political factors
- B. Economic factors
- C. International factors
- D. Labor market factors

Correct Answer: D

QUESTION 14

Which of the following is NOT a cultural impact on the performance appraisal process?

- A. Appropriate rewards for achievement
- B. Aligning company systems to elicit specific individual performance
- C. Value of individual vs. group performance
- D. Type of feedback given

Correct Answer: B

QUESTION 15

The HR Director of a multinational, U.S.-based company is proposing a staffing plan where foreign offices are staffed with as local nationals as possible instead of expatriates. Which of the following are NOT business justifications for this proposal?

- A. Building local expertise competencies
- B. Compliance with U.S. tax regulations
- C. Favorable tax treatment by local government
- D. Realization of cost savings

Correct Answer: B

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