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## Question 1

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**Question Type:** MultipleChoice

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

**Options:**

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

**Answer:**

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B

## Question 2

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**Question Type:** MultipleChoice

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Which of the following is NOT an action performed during the needs analysis analysis stage of the change management process?

**Options:**

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- A- Specifying the objective to be achieved
- B- Environmental scanning
- C- Assessing the organization and its history
- D- Discussing alternative plans and gauging reactions

**Answer:**

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D

## Question 3

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**Question Type: MultipleChoice**

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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?

**Options:**

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A- Functional

B- Elite Political

C- Elite Cohort

D- Managed Development

**Answer:**

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A

## Question 4

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**Question Type:** MultipleChoice

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

**Options:**

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- 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

**Answer:**

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D

## Question 5

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**Question Type:** MultipleChoice

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A U.S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is done with the assignment and has returned home. When going out with family and friends, he describes the entire opportunity as being exciting and challenging. He wishes he could have stayed in Europe longer. Which of the following repatriation programs is the MOST appropriate to ensure a successful repatriation?

**Options:**

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- A- Re-entry training program
- B- Compensation and benefits adjustment
- C- Policies on repatriation
- D- Recognition and appreciation

**Answer:**

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D

## Question 6

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**Question Type:** MultipleChoice

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A Singapore-based restaurant chain is experiencing phenomenal growth. The chain offers a unique service for demographics experiencing the growth of two-person income families. It offers a variety of affordable, healthy alternatives to the fast food chains. Corporate headquarters is trying to decide whether to offer one dingle line of products shared throughout each chain or to offer one single line of products shared by each region. This scenario is an example of which of the following types of tensions common in global expansion?

**Options:**

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- A- Value creation measure vs, standardization
- B- Localization vs, privatization
- C- Global integration vs, local responsiveness
- D- Activity measure vs, results measure

**Answer:**

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C

## Question 7

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**Question Type:** MultipleChoice

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A U.S. Based high tech company has built a R&D office in Bangalore, 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?

**Options:**

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- A- Localized transfer
- B- International commuting
- C- Short-term assignment
- D- Long-term expatriation

**Answer:**

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C

## Question 8

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**Question Type:** MultipleChoice

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Which of the following is NOT considered a competitive advantage strategy?

**Options:**

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- A- Above Market Compensation Structure
- B- Product differentiation
- C- Cost advantage



## D- Customer Intimacy

**Answer:**

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A

## Question 9

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**Question Type: MultipleChoice**

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A U.S. Based high tech company has built a R&D office in Bangalore, India. Four years have passed since the 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 Banhalore. Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. By adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. The management team understands that it must create an international assignment program to have this project run smoothly. The team believes that extended business travel would be the most appropriate program. In order to confirm their belief, the HR manager does extensive research. The analysis shows that extended business travel will result in \$10,000,000 additional revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year. What is the cost-benefit ratio in the first year?

**Options:**

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A- 25:1

B- 20:1

C- 1:20

D- 1:25

**Answer:**

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B

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