

# GPHR<sup>Q&As</sup>

Global Professional in Human Resource

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**QUESTION 1**

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

- A. Benchmarked results
- B. Training and development
- C. Individual assessment
- D. Task assessment

Correct Answer: B

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**QUESTION 2**

Which of the following is one of the primary outcomes of a job analysis?

- A. Job specifications
- B. Performance criteria
- C. Highly structured questionnaires
- D. Competency model

Correct Answer: A

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**QUESTION 3**

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

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**QUESTION 4**

A company has selected a young Operations manager to start a factory operation in Malaysia over a three-year period. The assignment may extend another couple of years depending on the required transition. Which of the following programs is likely the MOST valuable to this international assignee while on assignment?

- A. Programs to help manage his career
- B. Creating vehicles for communication with home country
- C. Mentoring
- D. Training

Correct Answer: C

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**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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