

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

Global Professional in Human Resource

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### QUESTION 1

Which of the following best describes the reason why continual environmental scanning is important for an organization?

- A. To train their managers more effectively
- B. To create a technologically advanced workforce
- C. To identify potential external opportunities and threats to an organization
- D. To attract a talented pool of applicants to choose from for its workforce

Correct Answer: C

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### QUESTION 2

After two years of selling mostly prototypes of their product, built to customer specifications, a company is beginning to commercialize this product. The current average cost to build the product is \$1000 per unit, where \$600 is the bill of materials and \$400 is the direct labor. The company currently produces at the run rate of the 100 good units per week from 200 total units processed. The firm currently sells the product at \$1500 per unit, without volume discounts. One of the major pressures from their customers is to cut costs by 40% within one year.

Which of the following strategies should the firm pursue first based on the following research data? Please assume there is infinite customer demand.

- A. Acquiring a company overseas in order to manufacture the product, which would reduce costs by 75% in Year 1 (5% probability of the success )
- B. Developing a turnkey operation that reduces costs by 65% in Year 1 (30% probability of the success )
- C. Participate in a joint venture for new RandD that would help reduce costs by 50% by improving yields in Year 1 (20% probability of success )
- D. Licensing out the technology to a corporation in another country that would reduce costs by 55% in Year 1 (15% probability of success )

Correct Answer: B

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### QUESTION 3

An organization is in the growth stage of the organizational life cycle. It has five locations, one in the U.S. (headquarters), two in Asia, one in South America, and one in Europe. The company has decided to utilize a geographic organizational

structure. Although the foreign locations are relatively new, they are fully operational each running fairly independently.

However, once a year the executive team from headquarters visits each office to meet with the managers at each site to discuss the coming fiscal year's strategic goals and objectives.

According to Hannon's framework, which of the following human resource strategies BEST aligns with this type of organizational structure?

- A. Receptive HR Strategy
- B. Autonomous HR Strategy
- C. Active HR Strategy
- D. Reactive HR Strategy

Correct Answer: B

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#### QUESTION 4

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- B. No clear, identified path for career development guaranteed after the assignment
- C. Financial incentives are inadequate
- D. Company's poor record of successful expatriations programs

Correct Answer: B

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#### QUESTION 5

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

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