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QUESTION 1

A Peoplesoft consultant is interested in moving up in management. In order to do that, she has just started attending a part-time MBA program at Columbia University. In addition, she realizes that she needs additional global experience. Which of the following would MOST benefit this person if they would like to pursue the management track ?

- A. Job-sharing
- B. Mentoring
- C. Succession planning
- D. Expatriate mentoring

Correct Answer: B

QUESTION 2

Which of the following actions is NOT subject to prosecution, based on the Age Discrimination in Employment Act (ADEA)?

- A. Age based discrimination against a U.S. citizen in Pakistan by an India based corporation.
- B. Age based discrimination against a U.S. citizen in Pakistan by a U.S. based corporation.
- C. Age based discrimination against a non-U.S. citizen in Pakistan by an India based corporation.
- D. Age based discrimination against a non-U.S. citizen in Pakistan by a U.S. based corporation.

Correct Answer: A

QUESTION 3

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

QUESTION 4

Which of the following factors is NOT a significant variable in how an individual may re-adjust after returning home ?

- A. Extent of previous experience on international assignments
- B. Length of time on international assignment
- C. Clarity of new job and role
- D. Changes in family and friends

Correct Answer: A

QUESTION 5

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- C. Perception skills
- D. Family-spouse adjustment

Correct Answer: D

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