

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

Global Professional in Human Resource

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**QUESTION 1**

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 2**

Which of the following challenges is faced PRIMARILY when developing a global competency model?

- A. Base model only on past experience
- B. View the global plan as a sum of individual country plans
- C. Differences in perceptions of various attributes
- D. Balance the day-to-day demands with strategic plans

Correct Answer: C

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**QUESTION 3**

A gap analysis is performed to measure the skill gap between current executives and the type of executives in order to have a truly global workforce.

Which of the following analysis techniques does this measure utilize?

- A. Ratio analysis
- B. Criterion-referenced analysis
- C. Trend analysis
- D. Norm-referenced analysis

Correct Answer: B

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#### QUESTION 4

A company has two locations and is in the domestic stage of globalization. The firm has identified an objective to become a truly multinational corporation in 5 years in order to become competitive and reduce overall costs of operations.

Given this strategic goal, which of the following international assignments would result in the highest ROI?

- A. Operations executive with the following tangible costs = \$180,000 salary + \$70,000 allowances + \$60,000 services to open up operations in the second location
- B. Human resources manager with the following tangible costs = \$105,000 salary + \$70,000 allowances + \$60,000 services to open up operations in the second location
- C. Customer service coordinator with the following tangible costs = \$55,000 salary + \$50,000 allowances + \$30,000 services to open up the market in the second location
- D. Sales executive with the following tangible costs = \$180,000 salary + \$70,000 allowances + \$60,000 services to open up the market in the second location

Correct Answer: A

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#### QUESTION 5

An organization is creating an incentive pay plan for its global executives. Due to time pressures, the HR Director is not able to perform a complete analysis as to the measures that should be evaluated for each executive. Therefore, since the focus of the organization this year is on meeting revenue targets in order to reach break-even in 2 years, the HR Director and CEO recommend to the Board of Directors an incentive plan for each executive tied to this year's revenue only.

Which of the following statements is true in regards to the incentive pay plan?

- A. This is not an effective executive incentive pay plan because it does not have a sunset clause
- B. This executive incentive pay plan is not a win-win situation
- C. This is not an effective executive incentive pay plan because it does not incorporate goals line of sight
- D. This is not an effective executive incentive pay plan because it does not aligned with the organizational goals and objectives

Correct Answer: C

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