



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

Global Professional in Human Resource

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### QUESTION 1

The HR Director of a multinational, U.S.-based company is proposing a staffing plan where foreign offices are staffed with as local nationals as possible instead of expatriates. Which of the following are NOT business justifications for this proposal?

- A. Building local expertise competencies
- B. Compliance with U.S. tax regulations
- C. Favorable tax treatment by local government
- D. Realization of cost savings

Correct Answer: B

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### QUESTION 2

An organization decides to provide their employees who have stayed with the company for 15+ years a pension based on the average earnings in the last 3 years of their employment with the company. Which type of formula does this utilize ?

- A. Final pay
- B. Cash balance plan
- C. Flat dollar
- D. Career-average

Correct Answer: A

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### QUESTION 3

A corporation has identified an initiative to recruit and train global leaders over the next 5 years in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations.

Which of the following candidates would LEAST match these positions?

- A. A 25-year old human resources representative working in South Korea who just started at the company
- B. A 40-year old finance manager working in Africa who has been with the company for 8 years
- C. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- D. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3



international assignments

Correct Answer: D

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#### QUESTION 4

Researchers have determined that in some cultures, informal training programs are more effective than formal training programs. Which of the following programs is an example of a formal training program?

- A. Job rotations
- B. Mentors
- C. Cross-cultural training
- D. Knowledge management]

Correct Answer: C

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#### QUESTION 5

You are responsible for hiring an engineering architect in Bangalore, India through a short-term international assignment.

Which of the following techniques is the LEAST relevant selection selection criterion tool for this position ?

- A. Standardized measures of psychological traits
- B. Evaluation of work samples
- C. Self-assessment
- D. One-on-one interviewing

Correct Answer: C

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