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QUESTION 1

Which of the following is an example of a group incentive pay plan?

- A. Piece rate plan
- B. Commissions
- C. Gainsharing plan
- D. Profit-sharing plans

Correct Answer: C

QUESTION 2

A U.S. based high tech company has built a RandD office in Bangalore, India. Four years have passed since the Greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and trained and developed managerial skills of its newly recruited manages in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager.

Which of the following types international assignment is the most appropriate for the product manager during this phase of the project?

- A. Extended business travel
- B. Long-term expatriation
- C. International commuting
- D. Localized transfer

Correct Answer: A

QUESTION 3

A U.S. Based high tech company has built a RandD office in Bangalore, India. Four years have passed since the greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and has trained and developed managerial skills of its newly recruited managers in Banhalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. By adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. The management team understands that it must create an international assignment program to have this project run smoothly. The team believes that extended business travel



would be the most appropriate program. In order to confirm their belief, the HR manager does extensive research.

The analysis shows that extended business travel will result in \$10,000,000 additional revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year.

What is the cost-benefit ratio in the first year ?

- A. 25:1
- B. 20:1
- C. 1:20
- D. 1:25

Correct Answer: B

QUESTION 4

What should be the first step when developing a global HR strategic plan ?

- A. Identify HR vision and goals
- B. Assess HR resources available to implement plan
- C. Determine how each HR tactical activity aligns with organizational goals
- D. Identify S.M.A.R.T. HR objectives that align with organizational goals

Correct Answer: A

QUESTION 5

According to Gregersen and Black, which of the following type of expatriate is the most likely to work through problems by constantly weighing the pros and cons of basing decision s on localized values vs. the corporation\\'s standardized procedures and processes?

- A. Dual citizen
- B. Expatriate who "goes native"
- C. Homebound expatriate
- D. Free agent

Correct Answer: A



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