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QUESTION 1

Which of the following is an intangible benefit of an international assignment?

- A. Faster cross-border project completion times
- B. Development of technical skills by local workers
- C. Increased alignment of host country goals with overall company goals and objectives
- D. Increased process efficiency

Correct Answer: C

QUESTION 2

You have decided to measure the organization's recruiting effectiveness in the long term by calculating of turnover. Which of the following reasons represents the PRIMARY purpose of this measurement?

- A. Improve quality of employee
- B. Motivating employees effectively
- C. Risk management
- D. Assessing cost effectiveness of programs

Correct Answer: B

QUESTION 3

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 4

Which of the following is the next step in the change management process after an organization discusses the need for change?



- A. Establish a plan and a time line
- B. Implement and evaluate change
- C. Communicate the change plan
- D. Prepare alternative plans

Correct Answer: D

QUESTION 5

Which of the following leadership theories believes that leadership styles should correspond to the maturity of the employees?

- A. Contingency theories
- B. Situational theories
- C. Behavioral theories
- D. Trait theories

Correct Answer: B

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