



Free Questions for **GPHR**

Shared by **Todd** on **29-01-2024**

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## Question 1

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Question Type: MultipleChoice

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You are in the process of developing a global compensation structure. In order to ensure a balanced strategy, you are evaluating legal differences between sites. Which of the following is NOT a common difference that you should assess?

Options:

- A- Existence of at-will employment
- B- Definition of overtime
- C- Rates of taxation for in headquarters
- D- Minimum wage

Answer:

C

## Question 2

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Question Type: MultipleChoice

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You have recruited an engineering architect for a short-term international assignment in Bangalore, India. During the pre-departure training, you ask the training consultant to focus on providing immediate survival techniques. For example, the trainer outlines where the individual can obtain assistance and explains logistical realities of getting around in the host country. Which of the following processes does this describe?

Options:

- A- Assimilation
- B- On-boarding
- C- Relocation
- D- Outplacement

Answer:

B

## Question 3

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Question Type: MultipleChoice

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Which of the following is NOT a potential reason for geographic differentials in pay?

Options:

- A- Different cost of living standards
- B- Incentive to attract skilled workers to an area, which normally has rain for 80% of the year
- C- Existence of a large group of minorities in the area
- D- Incentive to attract workers to a foreign country

Answer:

C

## Question 4

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Question Type: MultipleChoice

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

Options:

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

Answer:

B

## Question 5

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Question Type: MultipleChoice

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Which of the following laws does NOT apply outside of the United States for U.S. Based firms?

Options:

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- A- Americans with Disabilities Act (ADA)
- B- National Labor Relations Act (Wagner Act)
- C- Foreign Corruption Practices Act (FCPA)
- D- Title VII of the Civil Right Act

Answer:

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B

## Question 6

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Question Type: MultipleChoice

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Which of the following would NOT impact the effectiveness of the transfer of training?

Options:

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- A- Pressure amongst colleagues not to perform new skills
- B- Lack of reinforcement
- C- Fear of change
- D- Lack of aqtiude

Answer:

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D

## Question 7

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Question Type: MultipleChoice

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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?

Options:

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- A- Job rotations
- B- Mentors

- C- Cross-cultural training
- D- Knowledge management]

Answer:

C

## Question 8

Question Type: MultipleChoice

An organization has decided to utilize a geographic organizational structure. It has several offices throughout Europe and one office in Asia, in particular, in Shenzhen, China. Although the European offices are very well integrated into headquarters, the office in China has been running fairly independently. Of the locations, this office has been the most resistant to expatriates entering and to developing local talent. In fact, headquarters suspects that most of the hiring and promotions have been based on nepotism. After performing a global gap analysis, the global HR team has identified an initiative to identify at least three potential candidates for each Senior Director and VP position. Which of the following describes the BEST tactical plan to address this initiative?

Options:

- A- By the end of year 1, succession plans will be developed for all Senior Directors in the company
- B- By the end of year 1, 75% of all managers in China will be enrolled in Management 101 course for at least 3 hours per week and participate in mentoring programs
- C- All offices have developed a succession plan for Senior Director and VP positions, except for the China office
- D- 15% of positions still need a viable succession plan

Answer:

A

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