



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

Global Professional in Human Resource

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### QUESTION 1

According to the McKinsey 7-S framework, which of the following is identified as a hard S?

- A. Staff
- B. Systems
- C. Shared values
- D. Skills

Correct Answer: B

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### QUESTION 2

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 3

Which of the following is the most important step when outsourcing the set up of a new HRIS (human resource information system)?

- A. Select the best HRIS system with extensive capabilities
- B. Prepare a detailed request for proposal (RFP) defining desired specifications
- C. Analyze the organization's needs for building a HRIS system
- D. Develop a complaint procedure for all work disputes



Correct Answer: C

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#### QUESTION 4

Which of the following addresses the range and breadth of details related to international assignments ?

- A. International assignment letter of agreement
- B. Assignment plan
- C. International assignment process model
- D. Company policies

Correct Answer: D

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#### QUESTION 5

Which of the following measures the level of learning achieved by the participants of a training program?

- A. 360-degree feedback process
- B. Performance tests
- C. Performance appraisals
- D. Pre-/post measures

Correct Answer: D

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