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QUESTION 1

A company has planned and executed an a successful 3-year international assignment of an individual to its new office in Beijing, China. The individual has three more monthd on assignment before returning to the United States. The expatriate has repeatedly e-mailed and called leaving messages with both the home country manager and the human resources professional in orger to inquire about his new role after the assignment, but has not received any response. In response, the international assignee has gotten more anxious, which has affected his productivity.

Which of the following outcomes is NOT likely as a direct result of the above scenario?

- A. Individual quits after returning from the assignment
- B. Successful repatriation
- C. Brownout of the individual
- D. Host country manager facilitates the response regarding his career growth

Correct Answer: B

QUESTION 2

Which of the following is NOT a reason why individuals refuse international assignments?

- A. Personal familial issues, like spouse is reluctant to change careers or children are already in high school
- B. No clear, identified path for career development guaranteed after the assignment
- C. Financial incentives are inadequate
- D. Company\'s poor record of successful expatriations programs

Correct Answer: B

QUESTION 3

Which of the following factors is NOT a significant variable in how an individual may re-adjust after returning home ?

- A. Extent of previous experience on international assignments
- B. Length of time on international assignment
- C. Clarity of new job and role
- D. Changes in family and friends

Correct Answer: A



QUESTION 4

Which of the following is NOT a factor when developing a compensation and benefits plan for expatriates?

- A. Internal company wide pay scale
- B. Compensation and benefits of expatriates in other countries
- C. Compensation and benefits of local nationals
- D. Compensation and benefits of peers back home

Correct Answer: A

QUESTION 5

Which of the following describes the ability of an instrument to measure what is intended to measure?

- A. Variance
- B. Effectiveness
- C. Reliability
- D. Validity

Correct Answer: D

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