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QUESTION 1

Which of the following is NOT a potential reason for a company's decision to fill a position through an international assignment?

- A. Assist in creating alignment with headquarters' goals and objectives
- B. Assist in developing a consistent culture across the corporation
- C. Specific person is the most qualified candidate for the job
- D. Lack of core skill sets for the position available in the area

Correct Answer: C

QUESTION 2

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Relationship skills
- B. Self-efficacy
- C. Perception skills
- D. Family-spouse adjustment

Correct Answer: D

QUESTION 3

Which of the following is NOT A measurement technique that measures the effectiveness of an internal process?

- A. Cost-benefit analysis
- B. Break-even analysis
- C. Correlational study
- D. Return on Investment (ROI) analysis

Correct Answer: C



QUESTION 4

Which of the following describes an employee's motivational potential, according to the job characteristics model?

- A. Ability to implement, responses, feedback
- B. Motivation factors and incentives
- C. Skill variety, task identity, task significance, autonomy, feedback
- D. job analysis, task significance

Correct Answer: C

QUESTION 5

Let's assume that a company's promotion/ compensation philosophy focuses on the employees' long term goals. The company believes all employees should be given the opportunity to pursue their long-term professional goals, as long as they are willing to put in the time and effort. In fact, the company extends this general philosophy of the importance of the individual to a "no-layoff" policy, even in difficult business times.

Which of the following best describes this type of culture?

- A. Clan culture
- B. Bureaucratic culture
- C. Entitlement-oriented
- D. Contribution-oriented

Correct Answer: C

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