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QUESTION NO: 1

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations.

Which of the following candidates would LEAST match these positions?

A. A 25-year old human resources representative working in South Korea who just started at the company

B. A 40-year old finance manager working in Africa who has been with the company for 8 years

C. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years

D. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments

ANSWER: D

QUESTION NO: 2

Which of the following describes a statement that specifies the activities which the organization intends to pursue and the course it has charted for the future ?

A. Mission Statement

B. Vision Statement

C. Organizational Values

D. Strategic Plan

ANSWER: A

QUESTION NO: 3

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT considered ?

A. Benchmarked results

B. Training and development

C. Individual assessment

D. Task assessment

ANSWER: B

QUESTION NO: 4

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

ANSWER: D

QUESTION NO: 5

Which of the following criteria is NOT a factor in determining the level of control of a non-

U.S. corporation?

A. Labor relations centrally controlled

B. Principal place of business

C. Shared management

D. Interrelation of operations

ANSWER: B

QUESTION NO: 6

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in prositive employer branding?

A. Providing above-market compensation packages

B. Gathering local confidence by socially responsible actions, ie environmentally conscious

C. Winning the Malcolm Baldrge National Quality Award

D. Implementation of flexible work arrangements that reduce turnover by 10%

ANSWER: A

QUESTION NO: 7

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?

A. Existence of at-will employment

B. Definition of overtime

C. Rates of taxation for in headquarters

D. Minimum wage

ANSWER: C

QUESTION NO: 8

Which of the following is NOT likely an issue a human resources professional would help a dual career family to work though to determine the appropriateness of an international assignment for the family at that time ?

A. How will the host country workers respond to a same sex family?

B. Will the accompanying spouse be able to find a job easily?

C. Will the employee consider commuting instead of moving the whole family to the host country?

D. How will the loss of income from one spouse impact the family and their finances?

ANSWER: A

QUESTION NO: 9

Which of the following takes into account the effects of inflation when analyzing data from a pulished survey?

A. Aging

B. Measuring central tendency

C. Utilizing frequency distributions

D. Leveling

ANSWER: A

QUESTION NO: 10

Which of the following describes a framework a framework that links business strategies with day-to-day activities?

A. Organizational Values

B. Management by Objective (MVO)

C. Strategic Plan

D. Balanced Scorecard

ANSWER: D

QUESTION NO: 11

A product manager is sent around the world to visit the various engineering sites in order to help develop the appropriate customer customer specifications into the final product. According to Hofstede, which of the following is NOT a potential underlying cultural value that the product manager should consider as being implicit in the interactions with the engineers and their behavior ?

A. Defined gender roles

B. Individualism vs. collectivism

C. Level of uncertainty avoidance

D. Universaliam vs. particularism

ANSWER: D

QUESTION NO: 12

A U.S. based high tech company has built a R&D office in Bangalore, India. Four years have passed since the Greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and trained and developed managerial skills of its newly recruited manages in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. Which of the following types international assignment is the most appropriate for the product manager during this phase of the project?

A. Extended business travel

B. Long-term expatriation

C. International commuting

D. Localized transfer

ANSWER: A

QUESTION NO: 13

You are preparing a pre-departure checklist for an individual going on an international assignment. Which of the following items is the LEAST important to pursue?

A. Appropriate visa

B. Appropriate vaccinations

C. Company site orientation

D. Identify temporary housing

E. Shipping goods through customs

ANSWER: C

QUESTION NO: 14

Which of the following factors is NOT likely an issue a human resources professional would help a family to work through to determine the appropriateness of an international assignment for the family at that time?

A. Is adventure and discovering new things characteristic of the family?

B. Is the family stable and relationships currently harmonious?

C. Is there a history of drug abuse in the family?

D. Are the children open to moving to the host country?

ANSWER: C

QUESTION NO: 15

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

ANSWER: D