



# PHRi Intl HR Exam Prep

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## Practice Questions

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**1. A large corporation is planning an expansion into international markets. The HR department is responsible for designing and delivering strategic initiatives to develop employee skills, integrate new technologies, and manage organizational change. Which area of HR encompasses these tasks?**

- A. Recruitment and selection
- B. Employee safety
- C. Compliance management
- D. Human resource development

**2. A tech company wants to boost employee engagement and retention. Which of the following strategies should be prioritized by the HR department?**

- A. Reducing employee benefits to cost-save and boost profits
- B. Offering skill development programs and continuous learning opportunities
- C. Providing weekly office parties to improve social culture
- D. Increasing managerial oversight and control over work tasks

**3. Resolution of a collective grievance raised by employees against management would fall under which of the following HR responsibilities?**

- A. Employee and labor relations
- B. Performance management
- C. Recruitment and selection
- D. Compensation and benefits

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**4. How is the role of the Compensation and Benefits Unit different from that of the Performance Management Unit in the context of employee evaluation and rewards?**

- A. The Compensation and Benefits Unit focuses on employee performance tracking while the Performance Management Unit oversees health and safety policies.
- B. The Compensation and Benefits Unit provides financial rewards and benefits, whereas the Performance Management Unit handles performance appraisals and feedback.
- C. The Compensation and Benefits Unit manages employee grievances while the Performance Management Unit deals with salary negotiations.
- D. The Compensation and Benefits Unit handles training sessions while the Performance Management Unit organizes employee social events.

**5. External alignment ensures that the HR department's policies and practices support and reinforce \_\_\_\_\_ in the context of international operations.**

- A. innovation
- B. global standards
- C. internal conflict
- D. employee satisfaction

**6. Which types of benefits are typically included in an international employee benefits package?**

- A. Retirement plans
- B. Health insurance and retirement plans
- C. Health insurance, retirement plans, and expatriate support
- D. Only health insurance

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**7. Examine the following HR strategies used in an international organization. Match each strategy with the appropriate responsibility from the CHES acronym. HR Strategy Associated CHES Responsibility Ensuring competitive wages and salary adjustments Employee training for skill development Mediating disputes between employees and management Implementing workplace safety protocols Recruiting for open positions**

- A. Compensation, hiring, employee engagement, selection, safety
- B. Compensation, human capital management, employment relations, safe workplace, sourcing
- C. Chargebacks, employee development, emergency management, resource safety, selection
- D. Chargebacks, hiring, employee engagement, safety and health, staff



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**8. Which of the following strategies would BEST enhance employee engagement within a multinational corporation?**

- A. Implementing a comprehensive compensation and benefits package
- B. Enhancing onboarding programs
- C. Organizing frequent social events
- D. Providing language learning courses only

**9. Which HR unit is typically responsible for managing employee incentive programs?**

- A. compensation and benefits
- B. recruitment
- C. training and development
- D. employee relations

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**10. Which of the following human resource management practices ensures the workforce reflects a variety of backgrounds and experiences to improve creativity and decision-making towards achieving organizational goals?**

- A. Conflict resolution
- B. Diversity management
- C. None of the answers are correct
- D. Compensation management

**11. InnovateTech, a fast-growing tech startup, is seeing its highly skilled software engineers being recruited by TechGiant. This strategy by TechGiant, aimed at gaining advanced technical knowledge from InnovateTech, exemplifies what practice?**

- A. Strengthening corporate culture
- B. Implementing workforce planning
- C. Enhancing team collaboration
- D. Poaching human capital

**12. A fast-growing tech start-up is planning to hire several new engineers to enhance its growing software development team. Which HR function is primarily involved in this process?**

- A. Performance management
- B. Succession planning
- C. Talent acquisition
- D. Employee retention



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**13. Which HR unit is typically responsible for managing the onboarding process for new employees?**

- A. Compensation and Benefits
- B. Employee Relations
- C. HR Compliance
- D. Training and Development

**14. Why do organizations often establish HR virtual teams that operate across different countries?**

- A. Due to globalization and technological advancements
- B. Due to mandatory government policies
- C. To comply with cultural trends
- D. To reduce company regulations

**15. How do HRM professionals typically respond to shifts in workplace diversity policies and inclusion strategies?**

- A. They leave diversity and inclusion efforts to individual departments without HR support.
- B. They implement recruitment and training strategies to foster diversity and inclusion.
- C. They focus only on legal compliance without making workplace changes.
- D. They reduce hiring efforts to maintain existing workforce homogeneity.

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**16. In the context of multinational corporations, what is one of the key strategic roles of Human Resource Management (HRM)?**

- A. Managing payroll systems and ensuring accurate dispersal of employee benefits.
- B. Conducting periodic performance reviews and providing feedback to employees.
- C. Aligning workforce planning with the corporate strategy to ensure adaptability across diverse cultures and markets.
- D. Facilitating communication between departments to improve operational efficiency.



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**17. Why is it critical for HR departments to stay informed about technological advancements in the workplace?**

- A. It is not relevant for HR to consider technology.
- B. Technology decreases the need for HR departments.
- C. HR can develop effective talent management strategies.
- D. HR needs to replace all human tasks with technology.

**18. Which of the following HR strategies utilizes modern technology to enhance employee engagement and training?**

- A. Implementing gamified training modules
- B. Issuing detailed manual guides
- C. Organizing weekly motivational talks
- D. Conducting quarterly performance reviews

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**19. What consequence might arise if the HR department is unaware of the preferences of existing employees when designing a new benefits package?**

- A. The benefits package will increase employee productivity.
- B. The HR department will eliminate all benefits due to budget constraints.
- C. The benefits package may fail to improve employee satisfaction.
- D. The company will face legal issues.

**20. An HR manager is assessing the impact of a new learning and development strategy on the company's productivity. Which of the following BEST describes the contribution of human capital in this context?**

- A. The reduction in training costs after implementing the new strategy
- B. The increase in the number of training sessions conducted annually
- C. The higher retention rates as a result of improved employee satisfaction
- D. The number of new hires resulting from the ongoing recruiting efforts

**21. When an international organization engages a third-party service for HR policy development, which of the following statements is true regarding the company's obligations?**

- A. Third-party services eliminate the company's need for specialized HR professionals
- B. Engaging third-party services increases the company's direct control over HR procedures
- C. The company remains liable for compliance with labor laws
- D. The company can transfer its legal obligations to the third-party



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**22. Evaluate which organizational structure would most effectively support international teams aiming to launch a new product line across multiple countries within a multinational corporation. Consider the need for cross-functional collaboration and regional market adaptation. Organizational Structure Description Effectiveness for International Teams**

Structure	Effectiveness
Functional	Divides by functions such as sales, production, etc. Moderate: High control, but low flexibility for cross-border initiatives.
Geographic	Divides by geographic regions, each handling all functions within its area. High: Best for customized regional approaches and understanding local market needs.
Matrix	Combines functional and project-based divisions, utilizing dual-reporting relationships. High: Facilitates cross-functional collaboration and resource sharing.
Product-Based	Divides by product lines, each managing development, production, and distribution for its products. Low: Can lead to redundancies and conflicts in multinational contexts without strong coordination.

- A. Product-Based
- B. Matrix
- C. Functional
- D. Geographic

**23. The introduction of a new environmental regulation by a government is an example of what type of external factor?**

- A. Economic
- B. Technological
- C. Social
- D. Legal

**24. Marta, an HR manager in a multinational corporation, observes that employees from different countries have varying priorities in their work. Some employees prioritize professional development, while others emphasize the need for flexible working hours. Which HR approach should Marta consider to address these diverse cultural expectations effectively?**

- A. Focus solely on financial incentives
- B. Emphasize strict working schedules for consistency
- C. Implement a culturally adaptive HR strategy
- D. Standardize all HR policies across the corporation



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**25. Which factor primarily influences a company's talent acquisition strategies in response to a demographic shift, such as an increasing diversity within the workforce? Demographic Shift Potential Impact HR Strategy Aging workforce Skill shortages Implement training programs; Attract younger talent Increasing diversity Cultural clashes Promote inclusivity programs; Diversity training Urbanization Unequal talent distribution Remote work policies; Relocation packages Youth entering workforce Experience gaps Internship programs; Mentoring**

- A. social factors
- B. economic factors
- C. technological factors
- D. political factors

**26. Why is cultural alignment essential for a multinational organization?**

- A. to standardize all policies worldwide regardless of culture
- B. to solely rely on local managers for alignment
- C. to prioritize global training programs over local cultures
- D. to ensure that HR practices consider local cultural differences

**27. An international organization is planning to expand into three new markets over the next five years. What is the most strategic approach for the HR department to align recruitment efforts with the organization's expansion goals?**

- A. Integrate recruitment strategy with the organization's long-term expansion goals by planning for necessary skillsets and cultural alignments in new markets.
- B. Develop a training program for existing employees without considering future market requirements.
- C. Focus on hiring employees who align with the company's current culture, overlooking the needs of new markets.
- D. Enhance external marketing plans with no reference to internal talent requirements for new markets.

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**28. What is the primary role of talent management in supporting an organization's strategic objectives?**

- A. developing job descriptions to reflect current tasks
- B. focusing on immediate employee performance issues
- C. administrating employee benefits programs
- D. aligning the organization's workforce strategy with long-term goals

**29. What strategies might human resources departments adopt to manage talent effectively in a predominantly remote working environment?**

- A. Reducing investment in technology, moving all operations overseas, and increasing employee turnover
- B. Implementing virtual onboarding, enhancing digital communication tools, and remote team building activities
- C. Focusing solely on in-person training, ignoring digital tools integration, and retaining traditional office settings
- D. Limiting recruitment to local candidates, increasing office-based meetings, and overlooking remote work policies

**30. A company is aiming to boost team productivity and decrease employee turnover. Which of the following is an effective HR strategy to achieve this goal?**

- A. Offering a premium coffee machine for the break room and sponsoring monthly team outings.
- B. Hiring more employees to reduce individual workload without assessing current team efficiency.
- C. Implementing strict dress codes to improve professionalism and employee engagement.
- D. Identifying skill gaps, providing relevant training, and implementing a feedback culture.



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## Answer Key & Explanations

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### 1. D — Human resource development

Human resource development involves equipping employees with the skills and knowledge necessary for growth, implementing training programs, and managing organizational change and adaptation. In this scenario, the HR department's responsibilities for employee development, technology integration, and change management fall under human resource development.

### 2. B — Offering skill development programs and continuous learning opportunities

HR departments should focus on creating opportunities for skill development and continuous learning to engage and retain employees. These initiatives help employees feel valued and invested in, crucial for retaining talent in the competitive tech industry.

### 3. A — Employee and labor relations

The HR department plays a crucial role in managing and resolving conflicts between employees and management. This function is primarily associated with employee and labor relations, focusing on maintaining harmonious workplace relationships and addressing grievances effectively.

### 4. B — The Compensation and Benefits Unit provides financial rewards and benefits, whereas the Performance Management Unit handles performance appraisals and feedback.

The Compensation and Benefits Unit is responsible for structuring employee financial rewards like salaries and perks, along with overseeing benefits policies. In contrast, the Performance Management Unit's primary focus is on assessing and improving employee performance through evaluations, feedback, and development plans.

### 5. B — global standards

External alignment in HR involves adapting and harmonizing company policies and practices with global standards and expectations to ensure compliance and competitiveness in international markets.

### 6. C — Health insurance, retirement plans, and expatriate support

An international employee benefits package usually includes a combination of health insurance, retirement plans, and expatriate support. These benefits ensure employees have the necessary support when working overseas, covering healthcare needs, long-term financial security, and practical support for living abroad.

### 7. A — Compensation, hiring, employee engagement, selection, safety

Each HR strategy aligns with a specific responsibility designated in the CHES acronym for effective HR management: Compensation corresponds with competitive wages; Human Resource Development involves employee training; Employee and Labor Relations include mediating disputes; Safety and Health involve workplace safety protocols; and Staffing relates to recruiting.

### 8. A — Implementing a comprehensive compensation and benefits package

A comprehensive compensation and benefits package is a key strategy in enhancing employee engagement as it addresses a primary need for both security and motivation within a multinational context.



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## 9. A — compensation and benefits

Employee incentive programs are designed to motivate employees and are managed by the compensation and benefits unit because they form part of the total compensation strategy.

## 10. B — Diversity management

Diversity management focuses on creating a workforce from various backgrounds and experiences, which fosters better creativity and decision-making to meet organizational objectives. It is integral to strategic staffing.

## 11. D — Poaching human capital

TechGiant is engaging in poaching human capital by offering appealing compensation and benefits to attract InnovateTech's software engineers. This practice involves hiring away employees from a competitor to gain their skills and knowledge, thereby potentially weakening the original firm.

## 12. C — Talent acquisition

Talent acquisition focuses on sourcing and hiring new employees to fulfill organizational needs. In contrast, employee retention, training, performance management, and succession planning are strategies related to the development and maintenance of the current workforce.

## 13. D — Training and Development

Onboarding is typically managed by the Training and Development unit as it involves acclimating new employees to the organization and preparing them for their roles.

## 14. A — Due to globalization and technological advancements

Virtual teams allow organizations to tap global talent more effectively and efficiently, facilitated by advances in communication technologies and the impact of globalization.

## 15. B — They implement recruitment and training strategies to foster diversity and inclusion.

HRM professionals need to align recruitment and training initiatives with the organization's diversity and inclusion policies to create a supportive and equitable workforce.

## 16. C — Aligning workforce planning with the corporate strategy to ensure adaptability across diverse cultures and markets.

One of the key strategic roles of HRM in MNCs is aligning workforce planning with the corporate strategy. This ensures that the organization can adapt to diverse cultural and market environments, making it flexible and competitive globally.

## 17. C — HR can develop effective talent management strategies.

Understanding technological advancements allows HR to develop strategies that incorporate new tools and methodologies for talent management, enhancing recruitment, training, and performance evaluation.

## 18. A — Implementing gamified training modules

Implementing gamified training modules is a modern HR strategy that uses game design elements to improve employee engagement and learning outcomes. Traditional methods such as manual guides, motivational talks, and performance reviews do not leverage modern technology in the same way.

## 19. C — The benefits package may fail to improve employee satisfaction.

If the HR department is unaware of the preferences of existing employees, the benefits package may not align with employee expectations, leading to dissatisfaction and potentially lower retention rates.



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**20. A — The reduction in training costs after implementing the new strategy**

Human capital refers to the skills and knowledge employees gain from training and development, which contribute to improving the company's productivity. In this context, enhanced employee skills and knowledge are directly linked to the increase in organizational productivity.

**21. C — The company remains liable for compliance with labor laws**

While third-party services can enhance efficiency and bring in specialized expertise, the company is still legally responsible for ensuring compliance with labor laws. Legal obligations cannot be outsourced.

**22. B — Matrix**

The matrix structure is most effective as it combines functional and project-based divisions, which enhances cross-functional collaboration and resource sharing. This is crucial for launching a new product line internationally, where multiple functions and regional insights are needed.

**23. D — Legal**

New environmental regulations are legislative acts, and as such, they fall under the legal category of external factors. While they might have economic impacts or require technological adaptation, the essence of the regulation is that it is a legal requirement.

**24. C — Implement a culturally adaptive HR strategy**

To address diverse cultural expectations effectively, Marta should consider implementing a culturally adaptive HR strategy. This approach allows for flexibility and customization of HR policies based on cultural norms and employee priorities, leading to increased satisfaction and productivity.

**25. A — social factors**

Demographic shifts, such as increasing diversity, are social factors that influence HR strategies to ensure inclusive and equitable talent acquisition. These shifts require HR to adapt policies and initiatives to support a diverse workforce.

**26. D — to ensure that HR practices consider local cultural differences**

Cultural alignment within a multinational organization requires HR practices to be sensitive to local cultural contexts. This involves adapting policies and practices to local customs and values to ensure effective communication, collaboration, and overall organizational success.

**27. A — Integrate recruitment strategy with the organization's long-term expansion goals by planning for necessary skillsets and cultural alignments in new markets.**

Strategically aligning recruitment efforts with the organization's expansion plans ensures that HR is planning for the necessary skills and cultural adaptability needed in new markets. This integration supports the overall strategic goals of the organization.

**28. D — aligning the organization's workforce strategy with long-term goals**

Talent management is about ensuring the organization has the right talent in place to achieve its long-term strategic objectives. This involves aligning the workforce strategy with broader organizational goals, which is crucial for sustained success.

**29. B — Implementing virtual onboarding, enhancing digital communication tools, and remote team building activities**

To address the challenges of remote work, HR departments should focus on integrating comprehensive digital tools that support virtual onboarding, enhance communication, and promote team building, all aimed at



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managing talent in a flexible environment.

**30. D — Identifying skill gaps, providing relevant training, and implementing a feedback culture.**

Effective HR strategies for boosting productivity and reducing turnover include recognizing skill gaps and offering appropriate development opportunities. Creating an environment where employees can give and receive constructive feedback also fosters a culture of continuous improvement.



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