



# SPHRi Senior Intl HR Prep

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## Practice Questions

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**1. A multinational organization is launching a new product line and needs to ensure that its global branches are staffed with professionals who possess specific expertise for the product rollout. Which of the following human resource management responsibilities is primarily concerned with preparing each region with the necessary talent and skills for this initiative?**

- A. Human resource development
- B. Employee relations
- C. Labor relations
- D. Staffing

**2. DEF, an international consulting firm, has focused on hiring skilled employees directly from its competitors in the tech industry. This strategic move by DEF is an example of \_\_\_\_\_.**

- A. Recruiting human capital
- B. Cultivating human capital
- C. Poaching human capital
- D. Increasing human capital

**3. A multinational corporation is expanding into a new country. Which of the following actions best represents the acquisition of human capital in this context?**

- A. Promoting existing employees to leadership roles in the new branch
- B. Recruiting and hiring new employees in the new country
- C. Introducing a new employee benefits policy
- D. Training current employees on cultural diversity

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**4. Which type of HR unit is typically responsible for conducting exit interviews when an employee resigns?**

- A. Recruitment
- B. Compensation
- C. Training and development
- D. Employee relations

**5. How does the implementation of AI in the workplace affect the responsibilities of HRM professionals?**

- A. AI implementation always leads HRM professionals to eliminate job positions.
- B. HRM professionals have no role in managing the effects of AI implementation.
- C. HRM professionals are solely responsible for the decision to implement AI.
- D. AI implementation may require HRM professionals to recruit and retrain employees.

**6. An increase in the inflation rate is likely to impact a company's human resources strategy by influencing \_\_\_\_\_.**

- A. political lobbying efforts
- B. compensation adjustments
- C. regulatory compliance
- D. corporate social responsibility

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**7. The key purpose of Talent Gap Analysis in HR is to**

- A. evaluate past performance of employees to assign bonuses
- B. identify deficiencies in the skills and capabilities needed to achieve future business goals
- C. assess employee satisfaction and engagement levels
- D. develop plans for immediate hiring needs



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**8. An organization is reviewing its current training programs based on new strategic objectives. Using the table provided, which training program is considered redundant and why? Training Program Status based on Strategic Objectives Leadership Development Continued Technical Training A Redundant Customer Service Improvement Continued Obsolete Tech Training Redundant**

- A. Leadership Development is redundant because it is expensive.
- B. Customer Service Improvement is redundant because it had poor attendance.
- C. Obsolete Tech Training is continued due to its historical significance.
- D. Technical Training A is considered redundant because it does not align with the new strategic objectives and is no longer needed.

**9. A global tech organization aims to boost its strategic capability by integrating cutting-edge learning technologies and guiding strategic transformation initiatives. Which HR management responsibility does the overseeing of these initiatives primarily fall under?**

- A. Human resource development
- B. Talent acquisition
- C. Compensation and benefits
- D. Employee relations

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**10. A multinational corporation aims to enhance the skills of its international project teams to ensure a successful global rollout. Which of the following strategies would be most effective for developing the human capital of these teams?**

- A. Outsourcing project tasks to cheaper labor markets
- B. Focusing solely on hiring experienced local team leaders
- C. Implementing a cross-cultural training and development program
- D. Providing financial bonuses for team performance



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**11. How does the Global Mobility Unit differ from the Learning and Development Unit in terms of their primary responsibilities in an organization with international operations? HR Unit Primary Responsibility Key Focus Global Mobility Unit Support international assignments Visa and immigration assistance Learning and Development Unit Enhance employee skills Conducting training sessions**

- A. The Global Mobility Unit manages comprehensive benefits for expatriates, while the Learning and Development Unit manages health and safety compliance.
- B. The Global Mobility Unit supports international assignments with a focus on visa and immigration assistance, while the Learning and Development Unit enhances employee skills by conducting training sessions.
- C. The Global Mobility Unit enhances employee skills, while the Learning and Development Unit supports onboarding of new employees.
- D. The Global Mobility Unit focuses on running orientation sessions, while the Learning and Development Unit handles international payroll management.

**12. If employees are leaving the company because they feel undervalued, what should HR focus on improving to reduce turnover rates?**

- A. Compliance policies
- B. Employee recognition
- C. Office renovations
- D. Marketing strategies

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**13. A multinational corporation has recently implemented a new performance management system. As an HR leader, how would you determine its effectiveness in improving employee engagement and productivity? Aspect Method Potential Indicator Employee engagement Feedback surveys Increased employee satisfaction Productivity Performance metrics analysis Higher output levels Skill development Training effectiveness evaluation Improved skill sets**

- A. Count the number of employees who have attended training
- B. Monitor how many people have moved between departments
- C. Conduct feedback surveys and analyze performance metrics
- D. Only offer training sessions without any analysis



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**14. In the context of international HR strategy, the acronym FAST is used to outline key areas of focus. What does this acronym stand for?**

- A. Feedback, Audit, Staffing adjustments, Team management
- B. Forecasting, Allocation, Scheduling, Termination
- C. Forecasting, Alignment, Strategy implementation, Talent management
- D. Finance, Analysis, Strategy execution, Training

**15. When a multinational company designs a total rewards strategy for its global expansion, which combination of reward components is most comprehensive? Reward Component Description Salary Direct financial compensation Stock Options Direct financial compensation Health Insurance Indirect financial compensation Paid Leave Indirect financial compensation Recognition Programs Non-financial compensation**

- A. Indirect financial compensation
- B. Non-financial compensation
- C. Direct financial compensation
- D. Direct and indirect financial compensation

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**16. Which of the following strategies would BEST retain employees working on long-term projects?**

- A. Conduct periodic team-building exercises
- B. Implement stringent performance metrics
- C. Recruit new employees frequently
- D. Implement regular feedback sessions

**17. Which unit is typically responsible for processing business travel expense reimbursement in a company?**

- A. marketing
- B. operations
- C. finance department
- D. human resources



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**18. An HR manager is tasked with designing a conflict resolution program to address disputes between different departments. This initiative would most likely fall under which HR responsibility?**

- A. Recruitment and selection
- B. Employee and labor relations
- C. Compensation and benefits
- D. Compliance and governance

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**19. In a strategic business review, the leadership team is evaluating the organization's investment in its workforce. Which of the following BEST summarizes human capital within this context?**

- A. The collective skills and knowledge of the workforce that drive the organization's strategy and objectives
- B. Skills acquired by employees during mandatory training sessions
- C. The cost associated with hiring and training new employees
- D. Performance metrics used to evaluate employee productivity

**20. Which of the following is NOT accurate regarding the implementation of a Human Resources Information System (HRIS) in managing HR responsibilities?**

- A. It eliminates the need for compliance with labor laws
- B. It can streamline HR processes
- C. It requires initial financial investment
- D. It can improve data accuracy

**21. Identify the best explanation of an organizational communication plan.**

- A. The strategy for external communications
- B. The way in which an organization's information flow is designed, determining how information is shared and how communication supports the achievement of organizational goals
- C. The distribution of messages throughout various departments
- D. The hierarchy of communication channels

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**22. A regional government enacts new regulations that mandate enhanced occupational health and safety standards. This is an example of what type of external factor?**

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

**23. In recent years, the emphasis on corporate social responsibility (CSR) has grown significantly. What is primarily driving this shift towards CSR in the business world?**

- A. The economic environment
- B. The technological environment
- C. The social and cultural environment
- D. The political and legal environment

**24. Why might a multinational corporation decide to relocate its manufacturing plants to another country?**

- A. Due to global economic changes facilitated by globalization
- B. To align with technological advancements
- C. To comply with local cultural shifts
- D. To meet changes in local regulations

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**25. Why is it important for a multinational corporation to align its global talent management strategy with local market conditions?**

- A. to standardize employee benefits globally without variation
- B. to ensure managers have uniform decision-making power across regions
- C. to centralize all HR functions under headquarters control
- D. to enhance competitiveness by adapting HR practices to local needs



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**26. Which HR alignment factor is critical for a business pursuing a cost leadership strategy? Expansion Strategy HR Alignment Factor International Market Penetration Organizational skill set assessment Product Diversification Innovative talent management Cost Leadership Operational efficiency workforce planning Differentiation Brand-aligned employee training**

- A. Innovative talent management
- B. Brand-aligned employee training
- C. Operational efficiency workforce planning
- D. Organizational skill set assessment

**27. Consider the following mission statement of a fictional company: "To innovate and provide superior quality products that enhance consumer well-being. We strive for growth through sustainable practices and community engagement." Which element of this mission statement is particularly aligned with strategic planning?**

- A. growth through sustainable practices
- B. innovate and provide superior quality products
- C. enhance consumer well-being
- D. community engagement

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**28. When aligning compensation strategies with business goals and employee performance, the primary objective is to avoid creating \_\_\_\_\_ within the organization.**

- A. overcompensation
- B. disproportionate growth
- C. redundancy
- D. conflict

**29. Why might HR departments need to allocate funds for staff when implementing a new enterprise software system across global offices?**

- A. To outsource the implementation
- B. To encourage telecommuting to reduce costs
- C. To allow for travel and training.
- D. To grant extended vacation time



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**30. During the integration of GlobalTech and SoftSolutions, the HR department is tasked with optimizing the workforce. What does 'rationalization' mean in this context?**

- A. Eliminating redundant roles to avoid overlapping responsibilities
- B. Doubling the size of each business unit
- C. Reducing the number of executive positions
- D. Adjusting salaries to reflect the combined hierarchy



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## Answer Key & Explanations

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### 1. D — Staffing

Staffing ensures that the organization has the right number of individuals with the necessary skills at the right locations to achieve business objectives. It involves strategic workforce planning, recruitment, and selection specific to the company's needs, especially during a new initiative such as a global product launch.

### 2. C — Poaching human capital

Poaching human capital refers to the act of recruiting employees from competing firms, particularly those with valuable skills or knowledge, by offering them better compensation or opportunities.

### 3. B — Recruiting and hiring new employees in the new country

Acquisition of human capital involves bringing in new employees to build or expand a workforce. This is especially true when entering a new market where local talent is needed.

### 4. D — Employee relations

Employee relations units are typically responsible for conducting exit interviews. This process helps the organization gather feedback and understand the reasons for employee turnover.

### 5. D — AI implementation may require HRM professionals to recruit and retrain employees.

AI implementation in the workplace often requires HRM professionals to hire new employees skilled in AI technology and to retrain current employees to use AI tools effectively. The role of HRM professionals is crucial in managing these transitions smoothly.

### 6. B — compensation adjustments

Inflation affects the cost of living, requiring companies to adjust compensation to retain talent and ensure salaries remain competitive. This economic factor directly influences payroll decisions and employee satisfaction, making compensation adjustments crucial.

### 7. B — identify deficiencies in the skills and capabilities needed to achieve future business goals

Talent Gap Analysis helps organizations identify gaps in the current workforce's skills and capabilities relative to what will be needed to achieve future business goals. It's a forward-looking process that aids in strategic HR planning.

### 8. D — Technical Training A is considered redundant because it does not align with the new strategic objectives and is no longer needed.

A training program is considered redundant when it no longer aligns with the strategic objectives of the organization. In this case, Technical Training A is redundant because it does not meet the new needs or goals of the organization.

### 9. A — Human resource development

Human resource development encompasses initiatives aimed at developing the skills and capabilities of the workforce, including the adoption of learning technologies and managing change within an organization.



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**10. C — Implementing a cross-cultural training and development program**

The most effective strategy for developing human capital in an international context is implementing a cross-cultural training and development program. This approach enhances the team's skills and cultural understanding, which is crucial for effective collaboration and project success in a global rollout.

**11. B — The Global Mobility Unit supports international assignments with a focus on visa and immigration assistance, while the Learning and Development Unit enhances employee skills by conducting training sessions.**

The Global Mobility Unit is primarily responsible for supporting international assignments by assisting with visa and immigration processes. In contrast, the Learning and Development Unit focuses on enhancing employees' skills through training sessions and workshops. This distinction helps organizations optimize their HR functions.

**12. B — Employee recognition**

To address issues of employees feeling undervalued and leaving the company, HR should focus on strategies that improve employee recognition. When employees feel appreciated for their contributions, it can enhance their sense of value within the company, leading to better retention rates.

**13. C — Conduct feedback surveys and analyze performance metrics**

Assessing the effectiveness of a new performance management system involves gathering comprehensive feedback from employees to understand engagement levels and analyzing performance metrics to measure productivity improvements. This multidimensional approach ensures that both engagement and productivity aspects are evaluated.

**14. C — Forecasting, Alignment, Strategy implementation, Talent management**

In international HR strategy development, the acronym FAST stands for Forecasting, Alignment, Strategy implementation, and Talent management. Each component plays a crucial role in effectively managing human resources across global operations.

**15. A — Indirect financial compensation**

A comprehensive total rewards strategy should include direct financial compensation (e.g., salary, stock options), indirect financial compensation (e.g., health insurance, paid leave), and non-financial compensation (e.g., recognition programs) to ensure all aspects of employee compensation are addressed.

**16. A — Conduct periodic team-building exercises**

Offering project completion bonuses provides a tangible incentive for employees to remain committed to the project until its finish, which is crucial in long-term projects.

**17. C — finance department**

The finance department is usually responsible for processing expense reimbursements, including those related to business travel, as it directly relates to financial transactions and budget management.

**18. B — Employee and labor relations**

Employee and labor relations often involve managing and resolving conflicts within an organization, including disputes between different departments. This responsibility encompasses designing programs that foster positive relationships and effective conflict resolution strategies.

**19. A — The collective skills and knowledge of the workforce that drive the organization's strategy and objectives**



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Human capital in a strategic context encompasses the totality of the skills and knowledge possessed by the workforce that aligns with, and furthers, the organization's strategic goals.

**20. A — It eliminates the need for compliance with labor laws**

The implementation of an HRIS can streamline and improve efficiency in HR processes, but it does not eliminate the company's responsibility to comply with labor laws and regulations. Compliance remains a non-transferable legal obligation, irrespective of technology use.

**21. B — The way in which an organization's information flow is designed, determining how information is shared and how communication supports the achievement of organizational goals**

An organizational communication plan is a structured approach to ensuring that information flows effectively within an organization, supporting its ability to meet strategic goals by ensuring timely, accurate, and efficient communication between all stakeholders.

**22. A — Legal**

The implementation of enhanced occupational health and safety regulations by a government is a legal requirement that organizations must comply with.

**23. C — The social and cultural environment**

The social and cultural environment is driving the shift towards CSR as more consumers prioritize ethical business practices and environmentally responsible operations. This change in societal values compels businesses to adopt CSR initiatives to meet public expectations and build brand reputation.

**24. A — Due to global economic changes facilitated by globalization**

Multinational corporations often relocate manufacturing plants due to global economic changes that arise from globalization, allowing for more strategic use of resources and cost efficiency across borders. This reflects the free movement of goods, labor, and capital.

**25. D — to enhance competitiveness by adapting HR practices to local needs**

Aligning global talent management with local market conditions allows a multinational corporation to tailor its HR practices to meet local demands and enhance its competitive edge, ensuring that its workforce is effectively contributing to the overall strategic goals.

**26. C — Operational efficiency workforce planning**

For a cost leadership strategy, focusing on operational efficiency helps minimize costs and improve productivity, aligning the workforce to achieve these goals effectively.

**27. A — growth through sustainable practices**

Strategic planning involves setting long-term goals and identifying paths to achieve these goals. The element 'growth through sustainable practices' reflects a long-term vision for growth and sustainability, important aspects of strategic planning.

**28. D — conflict**

Aligning compensation strategies with business goals and employee performance ensures that employees are motivated in ways that support the organization, preventing internal conflict.

**29. C — To allow for travel and training.**

Allocating funds for staff travel and training ensures that employees are well-prepared to use the new



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enterprise software system. This helps in minimizing disruption and facilitates a smoother transition during the implementation phase.

**30. A — Eliminating redundant roles to avoid overlapping responsibilities**

In the context of merging two companies, rationalization refers to the process of optimizing the workforce by eliminating duplicate roles, ensuring that each role is necessary and unique in order to improve efficiency and reduce costs.



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