

GPHR Test Pattern & Printable GPHR PDF



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GPHR Certification Path

There is no such prerequisite, anyone can go ahead and write Global Professional Human Resource certification just they need to fulfill the eligibility criteria.

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Introduction to GPHR Exam

Candidates for **GPHR Exam** are seeking to prove strong knowledge in managing Human Resource Management at Global Level. Before taking this exam, candidates should have a solid professional experience and knowledge of the topics described in this GPHR exam dumps.

The Global Professional in Human Resources (GPHR) is a global, competency-based credential that is designed to validate the skills and knowledge of an HR professional who operates in a global marketplace.

Expertise of multinational HR roles and responsibilities, inclusive strategies of globalization development of HR policies and initiatives that support organizational global growth are validated by GPHR Certification.

After passing this exam, candidates get a certificate from HRCI that helps them to demonstrate their proficiency in Global Human Resource Management to their clients and employers.

HRCI Global Professional in Human Resource Sample Questions (Q82-Q87):

NEW QUESTION # 82

Which of the following financial statements would you use in order to calculate gross profit margin?

- A. Statement of cash flows
- **B. Income statement**
- C. Assets
- D. Balance sheet

Answer: B

NEW QUESTION # 83

You have decided to outsource the moving service for all expatriate assignments. After an individual is chosen and has accepted an international assignment, you provide all necessary contact information to both parties with specific deadlines. Which of the following steps is the next step in managing the vendor ?

- A. Periodic management reports
- B. Specifying objectives to the vendor
- **C. Ensuring regular communication and reporting between parties**
- D. Monitoring operations for continual improvement

Answer: C

NEW QUESTION # 84

You are responsible for hiring an engineering architect in Bangalore, India through a short-term international assignment. Which of the following techniques is the LEAST relevant selection criterion tool for this position ?

- A. Standardized measures of psychological traits
- B. Evaluation of work samples
- C. One-on-one interviewing
- **D. Self-assessment**

Answer: D

NEW QUESTION # 85

Which of the following is NOT a potential reason for geographic differentials in pay?

- A. Incentive to attract workers to a foreign country
- **B. Existence of a large group of minorities in the area**
- C. Different cost of living standards
- D. Incentive to attract skilled workers to an area, which normally has rain for 80% of the year

Answer: B

NEW QUESTION # 86

A decentralized global consulting group is experiencing low shareholder returns. Global leadership has attributed this issue to perceived low employee performance and is looking at ways to improve it.

The HR teams are advocating for implementation of a global human resource information system (HRIS). The best value proposition to present to global leadership is to demonstrate that the system can:

- A. decrease transaction demands for management.
- B. unify the global organization under one shared experience.
- **C. assist in addressing strategic objectives of the business.**
- D. standardize response times to internal clients.

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

The strategic value of implementing a global HRIS lies in its ability to provide data-driven insights, align HR initiatives with business goals, and improve decision-making regarding workforce planning, performance, and productivity.

GPHR Study Guide Extract - Strategic Global Human Resources / Role of Technology in Global HR Strategy:

"An integrated HRIS helps align HR practices with organizational strategy by providing real-time data and analytics that support strategic decision-making and measure workforce contributions to business outcomes." While operational benefits (standardization, efficiency) are important, the strategic alignment with business goals provides the most compelling case to leadership.

NEW QUESTION # 87

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