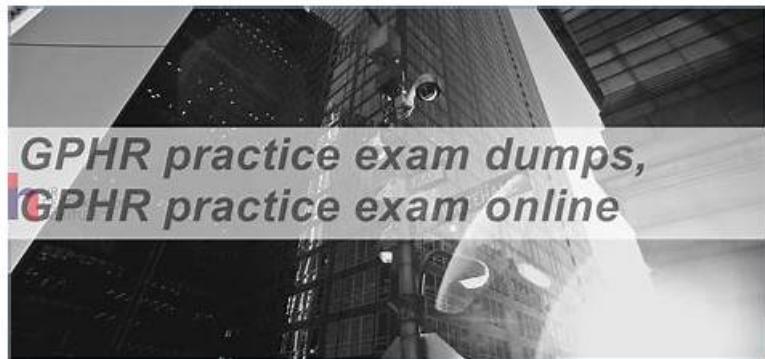


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Introduction to GPHR Exam

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.

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What is the duration, language, and format of GPHR Exam

- language: English
- Passing Score: 71%
- Number of Questions: 140 scored questions (mostly multiple-choice) + 25 pretest questions
- Length of Examination: 180 mins
- Type of Questions: This test format is multiple choice.

HRCI Global Professional in Human Resource Sample Questions (Q26-Q31):

NEW QUESTION # 26

Which of the following represents a PRIMARY reason why employees leave an organization ?

- A. Manager does not share relevant information with employees
- **B. Uncertainty of future**
- C. Manager is not approachable and open to new ideas
- D. Lack of challenging work

Answer: B

NEW QUESTION # 27

Which of the following does NOT represent a strategic financial goal for a global company?

- **A. New market penetration**
- B. Effectively manage currency exchange fluctuations
- C. Increase revenue
- D. Decrease cost of goods

Answer: A

NEW QUESTION # 28

A company decide to purpose an international assignment program to fill a new position in its new office Beijing, China. With the assistance of the human resources professional, the management, team has finalized a list of selection criteria of the candidate for the role considering the entire scope of the international assignment. During the interviewing process, they utilize various tools to isolate out the success factors.

After deciding on the candidate and the individual accepting the offer, the human resources professional with vendors to provide cross-cultural training prior to departure and plans all the logistical details for the relocation. The human resources professional also assists the individual and his family by providing contacts and setting up meetings with other expatriates in the host country to orientate the expatriate before country, ie career development, potential roles, personal transition, etc. In this scenario, which of the following actions items were forgotten to ensure a successful international assignment?

- A. Provide appropriate training
- **B. Provide ongoing support, while on assignment**
- C. Plan for a successful repatriation
- D. Plan the international assignment as part of a process, not an activity

Answer: B

NEW QUESTION # 29

Which of the following is NOT a benefit of a company and community site visit and orientation before an individual decides to accept an international assignment?

- **A. Results in the selection of the most qualified candidate**
- B. Helps an organization to dispel unrealistic expectations
- C. Reduces employee turnover
- D. Encourages self selection

Answer: A

NEW QUESTION # 30

An organization is in the global stage of globalization. Which of the following BEST describes the key functions of human resources professionals working in this company at this time?

- A. Experts at moving resources back and forth across countries. Focused on change partner and navigator role.
- B. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused on change partner and navigator role.
- C. Experts at moving resources back and forth across countries. Focused on only navigator role.
- D. Increasing activity in international assignment programs, so that they have an extensive knowledge about various host countries. Focused builder and change partner role.

Answer: A

NEW QUESTION # 31

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