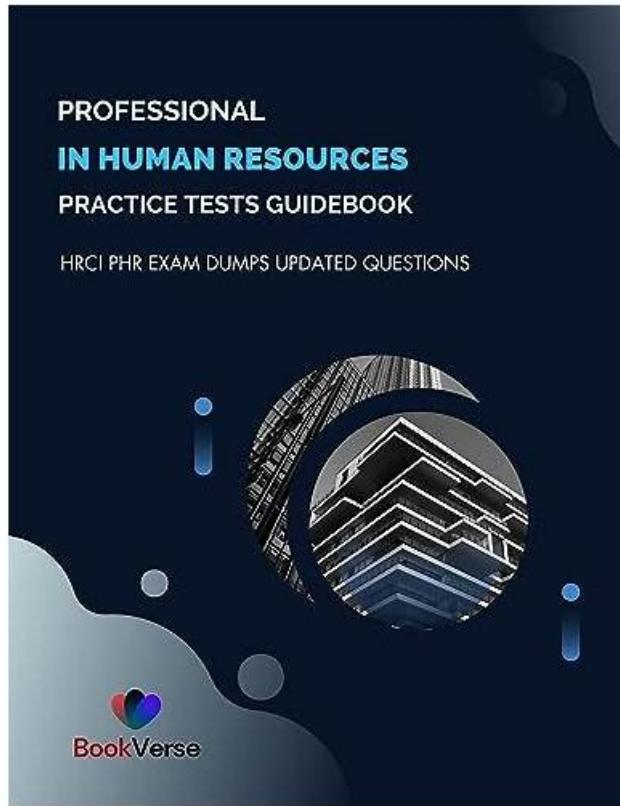


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## HRCI GPHR Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• Talent and Organizational Development.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• Strategic HR Management</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• Global Talent Acquisition and Mobility</li> </ul>

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### How to Prepare For GPHR Exam

#### Preparation Guide for GPHR Exam

##### Introduction

HRCI (Human Resource Certification Institute) is a U.S. based organization which offers credentials for certifications to HR generalists, administrators and managers. These credentials and certification are awarded upon successful completion of competency exams that cover Human Resource Management (HRM) practices, policies and principles. Human Resource professionals seek HRCI certifications to boost career opportunities, professional credibility, and compensation rates.

HRCI exam content varies by certification type. Each exam is drafted in a way to validate mastery and practical application of HR practices, policies and principles. Exams are accredited by The National Commission for Certifying Agencies(NCCA). List of the certification offered by HRCI.

- PHRi (Professional in Human Resources-International)
- PHRca (Professional in Human Resources-California)
- PHR (Professional in Human Resources)
- aPHRi (Associate Professional in Human Resources-International)
- aPHR (Associate Professional in Human Resources)
- SPHR (Senior Professional in Human Resources)
- GPHR (Global Professional in Human Resources)

Certification is evidence of your skills, expertise in those areas in which you like to work. There are many vendors in the market that are providing these certifications. If candidate wants to work in Human Resource and prove his knowledge, Certification offered by HRCI. This **GPHR Exam** Certification helps a candidate to validate his skills in Human Resource Management and policies.

In this guide, we will cover the GPHR Certification Exam, GPHR Certified professional salary and all aspects of the GPHR Certification.

### HRCI Global Professional in Human Resource Sample Questions (Q25-Q30):

#### NEW QUESTION # 25

Which of the following describes the global compensation and benefits strategy that would BEST align with an organization that has decided to pursue a polycentric staffing approach?

- A. Utilization of headquarters policies with little adaptation to local considerations
- B. Consistent local policies, but may not be consistent across the organization globally
- C. Consistent policies within a region, but may not be thoroughly consistent across regions

- D. Consistent local and global policies

**Answer: B**

**NEW QUESTION # 26**

An organization is in the growth stage of the organizational life cycle. It has five locations, one in the U.S. (headquarters), two in Asia, one in South America, and one in Europe. The foreign operations are relatively new, fully operational only within the last 5 years. During this time, each office has focused on building both technical and managerial talent within its own site. Once a year the executive team from headquarters visits each office to meet with the managers at each site to discuss the coming fiscal year's strategic goals and objectives. Which of the following stages of globalization BEST describes the phase this company is in?

- A. International
- B. Transnational
- C. Domestic
- D. **Multinational**

**Answer: D**

**NEW QUESTION # 27**

An organization has decided to utilize a geographic organizational structure. It has several offices throughout Europe and one office in Asia, in particular, in Shenzhen, China. Although the European offices are very well integrated into headquarters, the office in China has been running fairly independently. Of the locations, this office has been the most resistant to expatriates entering and to developing local talent.

In fact, headquarters suspects that most of the hiring and promotions have been based on nepotism. After performing a global gap analysis, the global HR team has identified an initiative to identify at least three potential candidates for each Senior Director and VP position. Which of the following describes the BEST tactical plan to address this initiative?

- A. By the end of year 1, 75% of all managers in China will be enrolled in Management 101 courses for at least 3 hours per week and participate in mentoring programs
- B. 15% of positions still need a viable succession plan
- C. All offices have developed a succession plan for Senior Director and VP positions, except for the China office
- D. **By the end of year 1, succession plans will be developed for all Senior Directors in the company**

**Answer: D**

**NEW QUESTION # 28**

Who has the primary responsibility for the success of an organization's diversity strategy?

- A. Global mobility team
- B. Global branding team
- C. Human resources
- D. **Senior management**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

While HR plays a key role in developing and executing diversity initiatives, the success of any D&I strategy depends on active leadership by senior management. Their responsibilities include:

- \* Setting the tone at the top
- \* Allocating resources
- \* Embedding diversity in strategic planning

Without visible commitment from top leaders, D&I efforts may be seen as symbolic or lacking authority.

GPHR Study Guide Extract - Strategic Global Human Resources / Diversity and Inclusion Strategy:

"Senior leadership commitment is the cornerstone of an effective global diversity initiative. It signals organizational values and drives change from the top down." HR facilitates execution, but ownership lies with executive leadership.

## NEW QUESTION # 29

The HR Director of a multinational, U.S. based company is proposing a staffing plan where foreign office are staffed with as many third country nationals as possible instead of expatriates. Which of the following is an advantage to utilizing third country nationals vs. expatriates to fill international assignments?

- A. Helps solve specific problems to meet specific needs
- B. Facilitates global integration and standardization
- C. Helps to develop a pool of global executives
- D. **Helps to create a truly global workforce**

**Answer: D**

## NEW QUESTION # 30

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