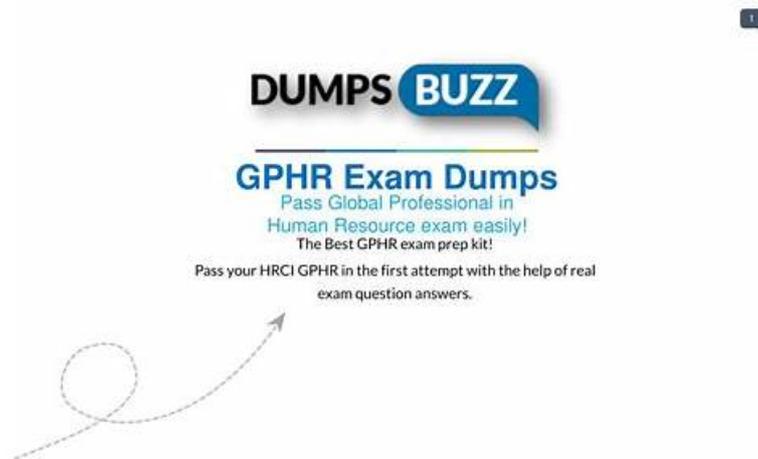


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How to Prepare For GPHR Exam

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.

- SPHR (Senior Professional in Human Resources)
- aPHR (Associate Professional in Human Resources)
- aPHRI (Associate Professional in Human Resources-International)
- PHRca (Professional in Human Resources-California)
- PHR (Professional in Human Resources)
- SPHRi (Senior Professional in Human Resources-International)
- PHRi (Professional in Human Resources-International)

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 validates 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.

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volume of sales or content as well. All precise information on the Global Professional in Human Resource GPHR Exam Questions and high accurate questions are helpful. To help you have a thorough understanding of our GPHR training prep, free demos are provided for your reference.

HRCI Global Professional in Human Resource Sample Questions (Q14-Q19):

NEW QUESTION # 14

Which of the following factors is NOT a significant variable in how an individual may re-adjust after returning home ?

- A. Extent of previous experience on international assignments
- B. Length of time on international assignment
- C. Changes in family & friends
- D. Clarity of new job and role

Answer: A

NEW QUESTION # 15

According to Black and Mendenhall, which of the following factors is NOT a function of the individual that determines the degree of adjustment required in order to adapt to a new environment?

- A. Perception skills
- B. Relationship skills
- C. Family-spouse adjustment
- D. Self-efficacy

Answer: C

NEW QUESTION # 16

The most significant issue in the repatriation of employees is:

- A. allocating assignee costs between home and host country
- B. transitioning to home country compensation
- C. using their knowledge and experience in a meaningful position
- D. succession planning for global assignee

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

The biggest challenge organizations face during repatriation is effectively reintegrating the returning employee and leveraging their international experience. Without a strategic plan, repatriated employees often:

- * Feel underutilized
- * Experience career stagnation
- * Consider leaving the organization

This risk undermines the investment in global mobility programs.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Repatriation Strategies:

"A critical issue in repatriation is the organization's ability to use the repatriate's global experience effectively. Lack of career planning or meaningful assignments post-return can result in attrition and loss of valuable knowledge." Compensation adjustment is tactical, not the primary strategic concern in retaining talent.

NEW QUESTION # 17

A company decides to pursue an international program to fill a new position in its new office in Beijing, China. With the assistance of the human resources professional, the management team has decided on the ideal candidate utilizing the corporate skills inventory. The individual is fluent in Mandarin, has the appropriate technical skills, and has been in a management role for 3 years.

The hiring manager presents the opportunity to the individual who accepts the new position. The human

