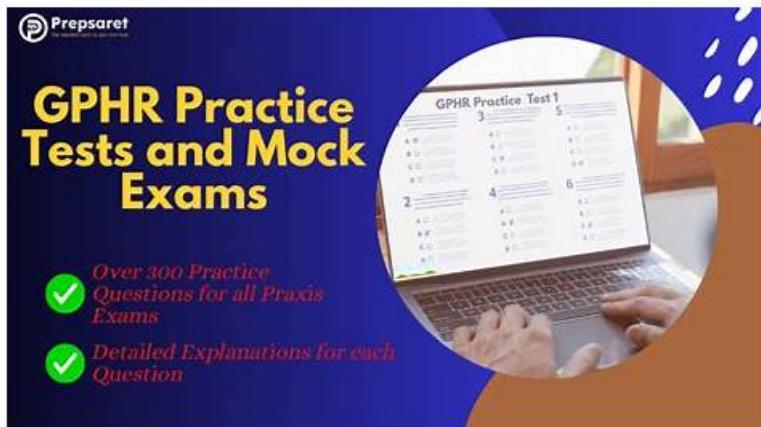


GPHR Detailed Answers - New GPHR Exam Test



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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.

>> **GPHR Detailed Answers** <<

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HRCI Global Professional in Human Resource Sample Questions (Q52-Q57):

NEW QUESTION # 52

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.

Employees are entering goals in a new global human resource information system (HRIS) for the first time. HR can best guide the goal process by ensuring that employees:

- A. use S.M.A.R.T. framework for goals.
- B. submit goals to managers.
- C. align to company-wide goals.

- D. set stretch goals.

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

While the S.M.A.R.T. framework (Specific, Measurable, Achievable, Relevant, Time-bound) is a helpful tool, the most critical aspect here is alignment. When global employees input goals into an HRIS for the first time, ensuring that those goals are directly linked to organizational strategy is essential for:

- * Performance management
- * Strategic clarity
- * Shared accountability

GPHR Study Guide Extract - Talent and Organizational Development / Goal Setting and Alignment:

"The integration of employee goals with corporate strategy ensures consistency and alignment across geographies. Strategic goal alignment enhances employee understanding of their contributions to business success." Aligning employee goals to company-wide strategy is especially crucial in decentralized organizations where business units may otherwise lack a unified direction.

NEW QUESTION # 53

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 resource professional then works with its vendors to plan all the logistical details for the relocation. The human resource professional also assists the individual by providing contacts and setting up meetings to orientate the expatriate before and during the assignment, it mentors, expatriate community, etc. In this scenario, which of the following actions items was NOT forgotten to ensure a successful international assignment?

- A. Conduct thorough assessment of the candidates
- B. Plan the international assignment as part of a process, not an activity
- **C. Establish realistic expectations**
- D. Recognize the entire scope of the international assignment experience

Answer: C

NEW QUESTION # 54

A company has planned and executed a successful 3-year international assignment of an individual to its new office in Beijing, China. The individual has three more months on assignment before returning to the United States. The expatriate has repeatedly e-mailed and called leaving messages with both the home country manager and the human resources professional in order to inquire about his new role after the assignment, but has not received any response. In response, the international assignee has gotten more anxious, which has affected his productivity. Which of the following outcomes is NOT likely as a direct result of the above scenario?

- **A. Successful repatriation**
- B. Individual quits after returning from the assignment
- C. Host country manager facilitates the response regarding his career growth
- D. Brownout of the individual

Answer: A

NEW QUESTION # 55

Which of the following defenses is legitimate for a U.S. firm operating in other countries for violating Title VII of the Civil Rights Act?

- A. Sovereignty immunity
- B. Treaty rights
- C. Is a non-extraterritorial law
- **D. Compulsory by foreign law**

Answer: D

NEW QUESTION # 56

An HR professional demonstrates strategic thinking primarily by:

- A. Aligning HR programs with business goals
- B. Managing routine HR functions
- C. Maintaining legally compliant HR policies
- D. Writing job descriptions

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Strategic thinking in HR means connecting people strategies with organizational priorities. This includes:

- * Talent acquisition linked to growth plans
- * Performance systems that drive business outcomes
- * Workforce planning aligned to market expansion

GPHR Study Guide Extract - Strategic Global Human Resources / HR as a Strategic Partner:

"Strategic HR professionals translate business goals into people strategies. Alignment between HR programs and organizational outcomes defines HR's role in value creation." Compliance and administration are essential but not strategic in nature.

NEW QUESTION # 57

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