

# Efficient GPHR Valid Real Exam to Obtain HRCI Certification



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## Topics of GPHR Exam

Candidates must know the exam topics before they start of preparation as it will really help them in hitting the core. Our **GPHR Exam dumps** will include the following topics:

1. Strategic Global Human Resources (25%)  
2. Global Talent Management (20%)  
3. Global Mobility (15%)  
4. Workplace Culture (15%)  
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6. Risk Management and Compliance (10%)

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- GPHR Certification is distinguished among competitors. GPHR Certification can give them an edge at that time easily when candidates appear for employment interview, employers are very fascinated to note one thing that differentiates the individual from all other candidates.
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## **HRCI Global Professional in Human Resource Sample Questions (Q30-Q35):**

### **NEW QUESTION # 30**

What should be the first step when developing a global HR strategic plan ?

- A. Assess HR resources available to implement plan
- **B. Identify HR vision and goals**
- C. Identify S.M.A.R.T. HR objectives that align with organizational goals
- D. Determine how each HR tactical activity aligns with organizational goals

**Answer: B**

### **NEW QUESTION # 31**

You are responsible for hiring an entry-level engineer position in Bangalore, India. Which of the following recruitment sources is the least likely to be used?

- A. Post jobs online on corporate website
- B. Recruiting at colleges? vocational schools
- **C. Contingency-basis employment agencies**
- D. Employee referral program

**Answer: C**

### **NEW QUESTION # 32**

An organization allows its employees to make 2% of compensation contributions to a retirement plan. After retirement, the company promises to pay employees 50% compensation using the final pay formula. Which of the following is this an example of?

- A. Totalization agreement
- B. Lump sum payment
- C. Defined contribution plan
- **D. Defined benefit plan**

**Answer: D**

### **NEW QUESTION # 33**

When assessing the gaps between actual and desired organizational performance, which of following measures would NOT be considered ?

- A. Task assessment
- **B. Training and development**
- C. Individual assessment
- D. Benchmarked results

**Answer: B**

### **NEW QUESTION # 34**

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

## Answer: D

### NEW QUESTION # 35

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