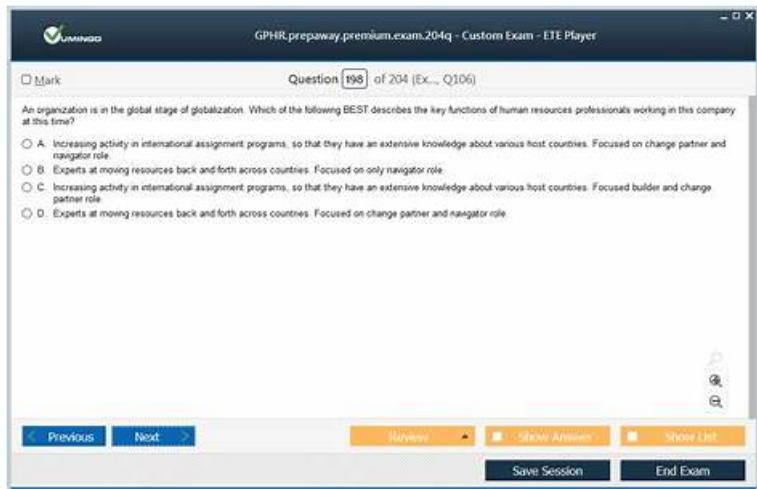


Questions for the HRCI GPHR Exam - 100% Refund Policy



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

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

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HRCI Global Professional in Human Resource Sample Questions (Q126-Q131):

NEW QUESTION # 126

Which recruitment approach is best suited to achieve rapid hiring of specific skills with enhanced flexibility?

- A. Apprenticeship
- B. **Outsourcing**
- C. Employee referrals
- D. Internal sourcing

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

Outsourcing recruitment enables organizations to:

- * Scale quickly
- * Access specialized talent pools
- * Meet project-based or urgent hiring needs

It offers speed and flexibility, especially in niche or technical fields.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Recruitment Solutions:

"Outsourcing is an effective solution for rapidly filling skill gaps and providing flexibility in hiring, especially for short-term or project-specific needs."

NEW QUESTION # 127

Which of the following is considered an equalization adjustment in an international assignee's compensation package?

- A. Reimbursement for payments into host-country welfare plans
- B. Home leave
- C. Hardship allowance
- D. Education allowance for self, children, and/or spouse

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Equalization adjustments are intended to neutralize the financial impact of working in a foreign country.

These adjustments ensure the assignee neither gains nor loses financially due to local tax systems, social programs, or cost differences. Reimbursement for host-country welfare contributions is a prime example. This prevents the employee from paying twice (once in the home country and again abroad), which can cause financial strain.

GPHR Study Guide Extract - Global Compensation and Benefits / International Assignment Compensation:

"Equalization aims to make the assignee financially whole by offsetting additional costs or deductions incurred in the host location. This includes contributions to host-country pension, healthcare, and welfare programs." Other items like hardship or education allowances are benefits, not equalizers.

NEW QUESTION # 128

Which of the following is NOT a common mistake in selection procedures?

- A. Adjusting global competencies to local cultures
- B. Choose final candidate too quickly based on time constraints
- C. Ignore long-term strategic considerations and goals for the position
- D. Use insufficient or not valid selection criteria

Answer: A**NEW QUESTION # 129**

Which of the following is NOT a potential difference in benefits practices that Human Resources should evaluate when developing a global compensation and benefits strategy?

- A. Medical coverage
- B. Life insurance benefits
- C. Reasons for termination
- D. Leaves of absences

Answer: C**NEW QUESTION # 130**

An organization is creating an incentive pay plan for its global executives. Due to time pressures, the HR Director is not able to perform a complete analysis as to the measures that should be evaluated for each executive. Therefore, since the focus of the organization this year is on meeting revenue targets in order to reach break-even in 2 years, the HR Director and CEO recommend to the Board of Directors an incentive plan for each executive tied to this year's revenue only. Which of the following statements is true in regards to the incentive pay plan?

- A. This is not an effective executive incentive pay plan because it does not aligned with the organizational goals and objectives
- B. This executive incentive pay plan is not a win-win situation
- C. This is not an effective executive incentive pay plan because it does not incorporate goals line of sight
- D. This is not an effective executive incentive pay plan because it does not have a sunset clause

Answer: C

NEW QUESTION # 131

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