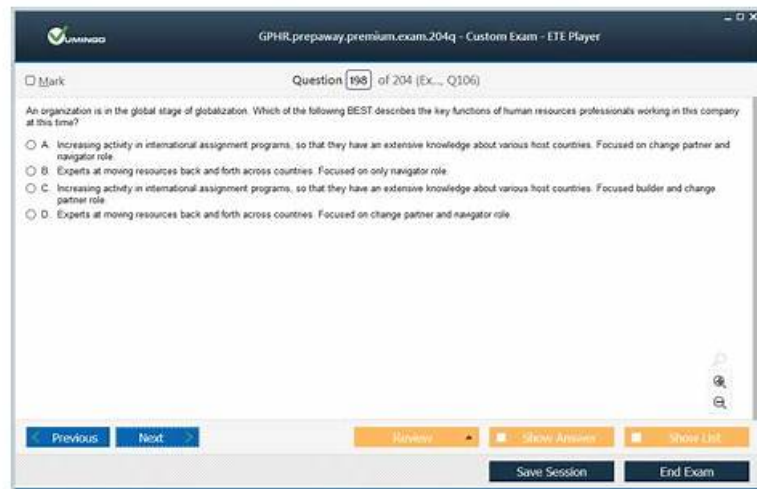


Questions for the HRCI GPHR Exam - 100% Refund Policy



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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

- 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

NEW QUESTION # 131

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