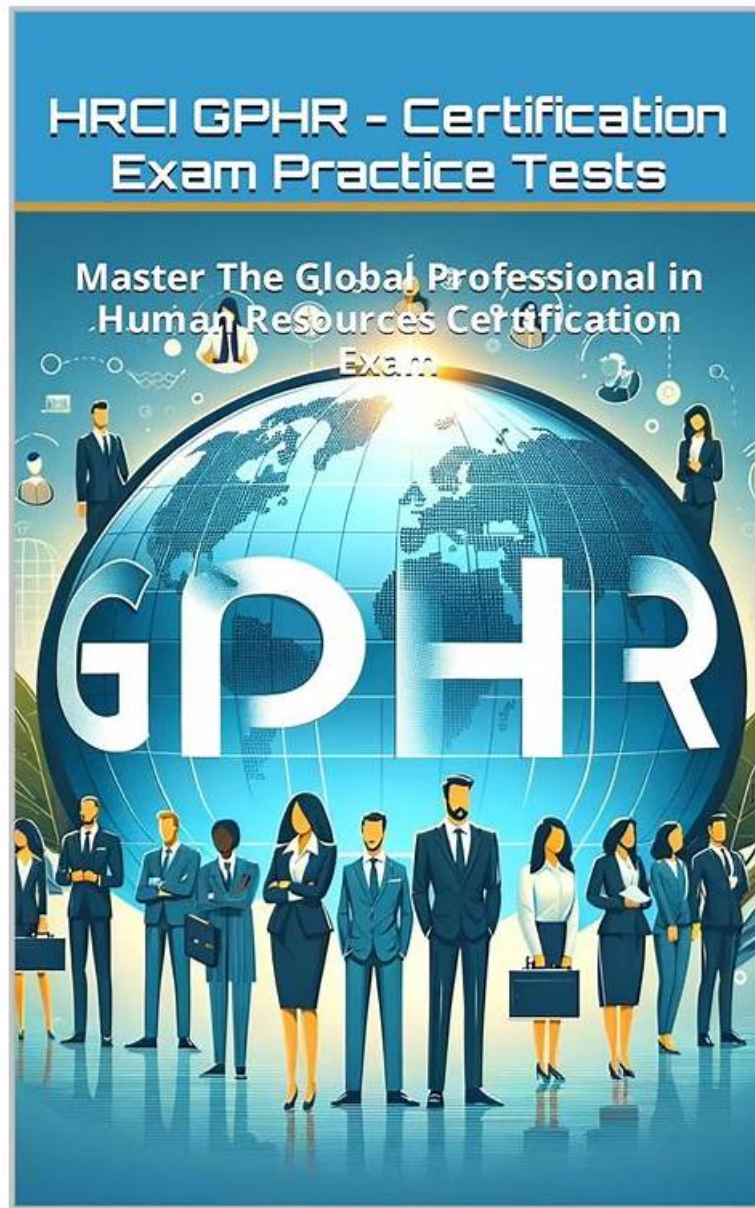


# Pass Guaranteed Quiz 2026 GPHR: Global Professional in Human Resource—Trustable Accurate Prep Material



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## HRCI Global Professional in Human Resource Sample Questions (Q44-Q49):

### NEW QUESTION # 44

Which of the following describes a framework a framework that links business strategies with day-to-day activities?

- A. Strategic Plan
- **B. Balanced Scorecard**
- C. Organizational Values
- D. Management by Objective (MVO)

**Answer: B**

### NEW QUESTION # 45

When creating a diversity and inclusion action policy to apply across a global organization, what is the most important consideration?

- A. Development programs
- B. Engagement surveys
- **C. Local priorities**
- D. Performance indicators

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Local context and priorities are essential in developing global D&I policies. A one-size-fits-all approach will not work across:

- \* Different cultural interpretations of diversity
- \* Varying legal frameworks
- \* Social norms and demographics

Tailoring the policy while aligning it with global values ensures authenticity and effectiveness.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Diversity and Inclusion Programs:

"Effective global D&I strategies must be sensitive to local conditions and priorities to ensure cultural appropriateness and legal compliance."

#### NEW QUESTION # 46

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Providing above-market compensation packages
- B. Winning the Malcolm Baldrige National Quality Award
- C. Gathering local confidence by socially responsible actions, ie environmentally conscious
- D. Implementation of flexible work arrangements that reduce turnover by 10%

**Answer: A**

#### NEW QUESTION # 47

Which of the following are fundamental elements for communicating to a global workforce? (Select TWO options.)

- A. Structure
- B. Openness
- C. Intuition
- D. Detail
- E. Sensitivity

**Answer: A,E**

Explanation:

Comprehensive and Detailed Explanation:

Global communication must be both structured and sensitive:

\* Structure: Ensures consistency across languages and time zones. Structured communication avoids confusion and helps align expectations, especially in low-context cultures (e.g., U.S., Germany).

\* Sensitivity: Acknowledges cultural differences, including communication preferences, decision-making styles, and feedback practices. Without it, messages may offend or be misinterpreted.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Communication Strategies:

"Effective global communication requires both structure-to ensure clarity across languages-and sensitivity-to respect cultural norms and foster inclusive dialogue. Misaligned communication can undermine trust and productivity." Openness and intuition are style-based and not always applicable across all cultures or hierarchical contexts.

#### NEW QUESTION # 48

Understanding a country's system of law begins with an awareness of its:

- A. Culture
- B. Politics
- C. Economy
- D. Demographics

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

A country's legal framework is often a reflection of its cultural values. Legal interpretations, labor protections, and even enforcement are deeply influenced by cultural norms around:

\* Authority and hierarchy

\* Individual vs. collective rights

\* Ethical relativism or universalism

Thus, understanding culture is essential to interpreting and complying with local legal systems.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Global Employment Law Considerations:

"Legal systems reflect the cultural values and societal structures of a country. Understanding the underlying culture helps HR professionals anticipate how laws are applied and perceived in practice." Politics and economy shape the implementation of laws, but the foundation often lies in cultural norms.

#### NEW QUESTION # 49

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