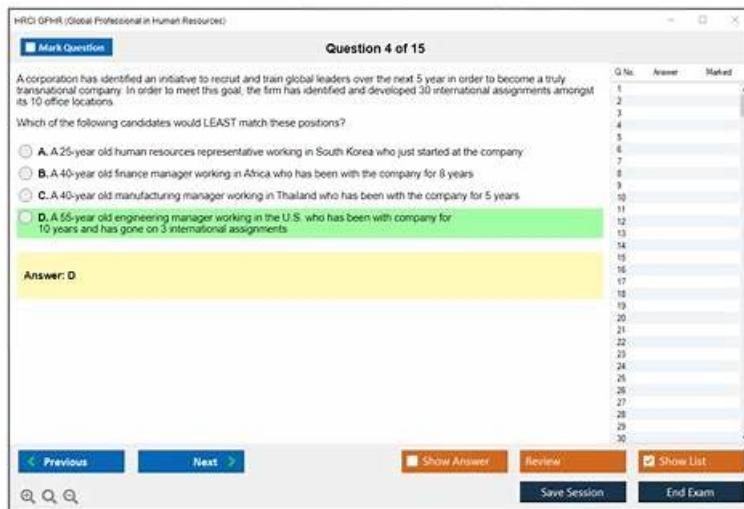


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How to Prepare For GPHR Exam

Preparation Guide for GPHR Exam

Introduction

HRCI (Human Resource Certification Institute) is a U.S. based organization which offers credentials for certifications to HR generalists, administrators and managers. These credentials and certification are awarded upon successful completion of competency exams that cover Human Resource Management (HRM) practices, policies and principles. Human Resource professionals seek HRCI certifications to boost career opportunities, professional credibility, and compensation rates.

HRCI exam content varies by certification type. Each exam is drafted in a way to validate mastery and practical application of HR practices, policies and principles. Exams are accredited by The National Commission for Certifying Agencies(NCCA). List of the certification offered by HRCI.

- aPHRI (Associate Professional in Human Resources-International)
- PHR (Professional in Human Resources)
- aPHR (Associate Professional in Human Resources)
- PHRi (Professional in Human Resources-International)
- GPHR (Global Professional in Human Resources)

Certification is evidence of your skills, expertise in those areas in which you like to work. There are many vendors in the market that are providing these certifications. If candidate wants to work in Human Resource and prove his knowledge, Certification offered by HRCI. This **GPHR Exam** Certification helps a candidate to validate his skills in Human Resource Management and policies.

In this guide, we will cover the GPHR Certification exam, GPHR Certified professional salary and all aspects of the GPHR Certification.

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.

How to study the GPHR Exam

Preparation of certification exams could be covered with two resource types. The first one are the study guides, reference books and study forums that are elaborated and appropriate for building information from ground up. Apart from them video tutorials and lectures are a good option to ease the pain of through study and are relatively make the study process more interesting nonetheless these demand time and concentration from the learner. Smart candidates who wish to create a solid foundation altogether examination topics and connected technologies typically mix video lectures with study guides to reap the advantages of each but practice exams or practice exam engines is one important study tool which goes typically unnoticed by most candidates. Practice exams are designed with our experts to make exam prospects test their knowledge on skills attained in course, as well as prospects become comfortable and familiar with the real exam environment. Statistics have indicated exam anxiety plays much bigger role of students failure in exam than the fear of the unknown. ValidDumps expert team recommends preparing some notes on these topics along with it don't forget to practice **GPHR Exam exam dumps** which had been written by our expert team, each of these can assist you loads to clear this exam with excellent marks.

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HRCI Global Professional in Human Resource Sample Questions (Q90-Q95):

NEW QUESTION # 90

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

Answer: A

NEW QUESTION # 91

A gap analysis is performed to measure the skill gap between current executives and the type of executives in order to have a truly global workforce. Which of the following analysis techniques does this measure utilize?

- A. Ratio analysis
- B. Criterion-referenced analysis
- C. Trend analysis
- D. Norm-referenced analysis

Answer: B

NEW QUESTION # 92

A U.S. organization has a shipload of fresh vegetables and fruit sitting on the dock in a foreign country.

The organization's local distribution manager pays the dock master to ensure that the shipment is sorted and loaded onto the refrigerated trucks in a timely manner. Has the organization's representative violated the Foreign Corrupt Practices Act (FCPA)?

- A. Yes, because the manager has bribed a government official.
- B. No, because of the impact of sanitation and health laws.
- C. No, because "grease payments" are allowed.
- D. No, because the manager is a local employee.

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Under the FCPA, it is illegal to provide anything of value to a foreign government official to gain an unfair business advantage. In this case:

* The dock master is a government employee

* The payment was made to expedite services (even if routine), which is interpreted as a bribe (GPHR Study Guide Extract - Workforce Relations and Risk Management / Anti-Corruption Laws and Compliance):

"The FCPA prohibits U.S. individuals and entities from bribing foreign officials. This includes payments made to secure or expedite services, especially when they provide a business advantage." Grease payments are narrowly defined and controversial. This scenario likely exceeds that exception.

NEW QUESTION # 93

An organization is in the decline stage of the organizational life cycle. It has worldwide locations throughout North America, Europe, and Asia. However, it will be closing three of its offices within the next two years. This was a joint decision made by the management team at the annual managers' meeting, which all managers above the senior manager grade level attended.

Key personnel in each of these offices are not worried because they will likely be re-deployed to meet specific organizational needs. In fact, this was what had occurred last year to one of its offices that had shut down. In addition, management has reiterated this message. Which of the following stages of globalization BEST describes the phase this company is in?

- A. Global
- B. International
- C. Multinational
- D. Transnational

Answer: A

NEW QUESTION # 94

Which of the following groups would NOT be considered to be subject matter experts (SME's) of a job function?

- A. Direct reports
- B. Current incumbents
- C. Supervisors
- D. Trained job analysts

Answer: A

NEW QUESTION # 95

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