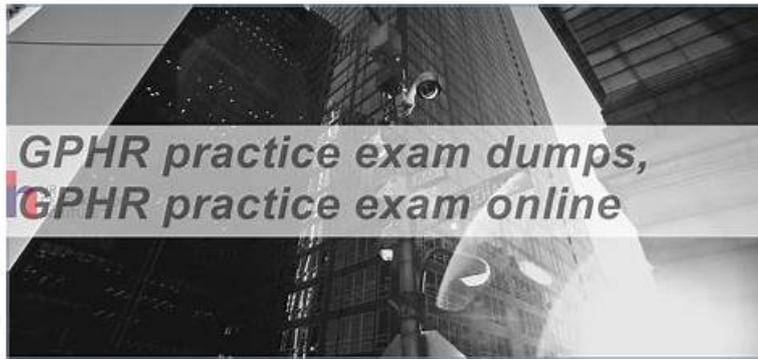


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Introduction to GPHR Exam

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 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.

- PHR (Professional in Human Resources)
- PHRi (Professional in Human Resources-International)
- GPHR (Global Professional in Human Resources)
- PHRca (Professional in Human Resources-California)

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 validates 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.

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- Step 1: Create an HRCI account
- Step 2: Review education and career requirements
- Step 3: Choose appropriate certification(s) and begin application
- Step 4: Review HRCI exam content outlines
- Step 5: Pay application and exam fees
- Step 6: Schedule a test appointment (within 120 days) at a Pearson VUE Testing Center.

HRCI Global Professional in Human Resource Sample Questions (Q26-Q31):

NEW QUESTION # 26

A U.S. Based manufacturing company has decided to expand overseas to South Korea. Which of the following is an example of environmental scanning ?

- A. Building internal training programs for the new international employees
- **B. Analyzing the number of skilled workers in the area**
- C. Developing a compensation structure in line with the local market
- D. Changing the company's product mix to take advantage of the new labor market

Answer: B

NEW QUESTION # 27

Which of the following is NOT one of the four fundamental principles and rights at work established by the International Labor Organization (ILO)?

- **A. Collective redundancy**
- B. Elimination of forced or compulsory labor
- C. Elimination of employment-related discrimination
- D. Abolition of child labor

Answer: A

NEW QUESTION # 28

Which of the following would NOT impact the effectiveness of the transfer of training?

- **A. Lack of aptitude**
- B. Pressure amongst colleagues not to perform new skills
- C. Fear of change
- D. Lack of reinforcement

Answer: A

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