

HRCI certification GPHR best exam questions and answers

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HRCI GPHR Practice Questions With Verified Answers Latest 2024|

Exam A

QUESTION 1
In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

A. Local culture
B. Professional culture
C. National culture
D. Corporate culture

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

A. Automatic representation
B. Government mandate approach
C. Positive approach
D. Employer free speech

Correct Answer: D
Section: (none)
Explanation
Explanation/Reference:

QUESTION 3 An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the MOST critical to ensure success on the job?



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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.

- PHR (Professional in Human Resources)
- PHRca (Professional in Human Resources-California)
- aPHR (Associate Professional in Human Resources)
- SPHR (Senior Professional in Human Resources)
- 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.

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HRCI Global Professional in Human Resource Sample Questions (Q88-Q93):

NEW QUESTION # 88

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India. After re-entry, there are no appropriate positions available in the organization at headquarters. Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Retaining the talent for the future
- B. **Maintain employee morale in the host country**
- C. Sharing the recently acquired knowledge
- D. Building a global workforce

Answer: B

NEW QUESTION # 89

When communicating cross-culturally, which of the following filters is the LEAST likely to impact and distort the message sent?

- A. Non-verbal cues
- B. Language
- C. Culture
- D. **Experiences**

Answer: D

NEW QUESTION # 90

A U.S. based high tech company has built a R&D office in Bangalore, India. Four years have passed since the Greenfield operation was successfully built. During this time, the new location has taken on higher priority engineering projects and trained and developed managerial skills of its newly recruited managers in Bangalore.

Headquarters wants the office to take on a new engineering project that would expand its business in the

U.S. by adding a new product line. This project has been identified as the most important objective for the corporation in the mid-term. The project is still in the phase of identifying specifications and developing milestones, where the engineering management team is working closely with the product manager. Which of the following types international assignment is the most appropriate for the product manager during this phase of the project?

- A. Localized transfer
- B. International commuting
- **C. Extended business travel**
- D. Long-term expatriation

Answer: C

NEW QUESTION # 91

The relationship between HR investment and financial performance is most affected by:

- **A. A clear link to strategy**
- B. Global market fluctuations
- C. Financial planning
- D. Succession planning

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

For HR investments to translate into business performance, they must be strategically aligned. This means HR initiatives should support:

- * Talent needs for future business goals
- * Leadership development aligned with organizational direction
- * Workforce planning that anticipates market shifts

Without a clear link to business strategy, HR spending becomes a cost center, not a value driver.

GPHR Study Guide Extract - Strategic Global Human Resources / HR and Business Strategy Alignment:

"The ROI of HR is realized when initiatives align with business goals. Strategic alignment allows HR to support innovation, growth, and competitive advantage, turning workforce strategy into a driver of financial performance." Succession planning is one component, but strategic linkage provides the broadest impact.

NEW QUESTION # 92

Which of the following financial statements would you use in order to calculate gross profit margin?

- **A. Income statement**
- B. Assets
- C. Statement of cash flows
- D. Balance sheet

Answer: A

NEW QUESTION # 93

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