

# Best Practice for HRCI GPHR Exam Preparation



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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.

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## GPHR Exam Certified Professional salary

The average salary of a GPHR Exam Certified Expert in

- India - 25,00,327 INR
- England - 90,632 POUND
- United State - 120,000 USD

- Europe - 90,347 EURO

## HRCI Global Professional in Human Resource Sample Questions (Q117-Q122):

### NEW QUESTION # 117

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

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

**Answer: A**

### NEW QUESTION # 118

Which of the following is the most common initial strategy that organizations use to enter the international market?

- A. Acquisitions
- B. Joint ventures
- C. Greenfield operations
- D. Exportation

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

Exportation is typically the first and least risky entry strategy into international markets. It involves selling goods or services produced in one country to customers in another. This method:

\* Requires minimal investment

\* Allows companies to test markets before committing significant resources

\* Carries low legal and operational complexity compared to joint ventures or acquisitions GPHR Study Guide Extract - Strategic Global Human Resources / International Market Entry Strategies:

"Exporting is often the first step for organizations entering global markets. It allows companies to build international experience with limited financial and legal exposure." This stage precedes more resource-intensive strategies like Greenfield investments, joint ventures, or mergers.

### NEW QUESTION # 119

The following non-immigrant visa allows managers, who work for a foreign employer, to work in the United States for a parent, subsidiary, or affiliate company if the individual worked as a manager during one of the last three years:

- A. H-1B specialty occupation visa
- B. TN visa
- C. L-1 intracompany transfer visa
- D. B-1 business visitor visa

**Answer: C**

### NEW QUESTION # 120

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

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

**Answer: D**

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 # 121

Which of the following does NOT represent a strategic financial goal for a global company?

- A. Increase revenue
- B. Decrease cost of goods
- C. New market penetration
- D. Effectively manage currency exchange fluctuations

**Answer: C**

### NEW QUESTION # 122

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