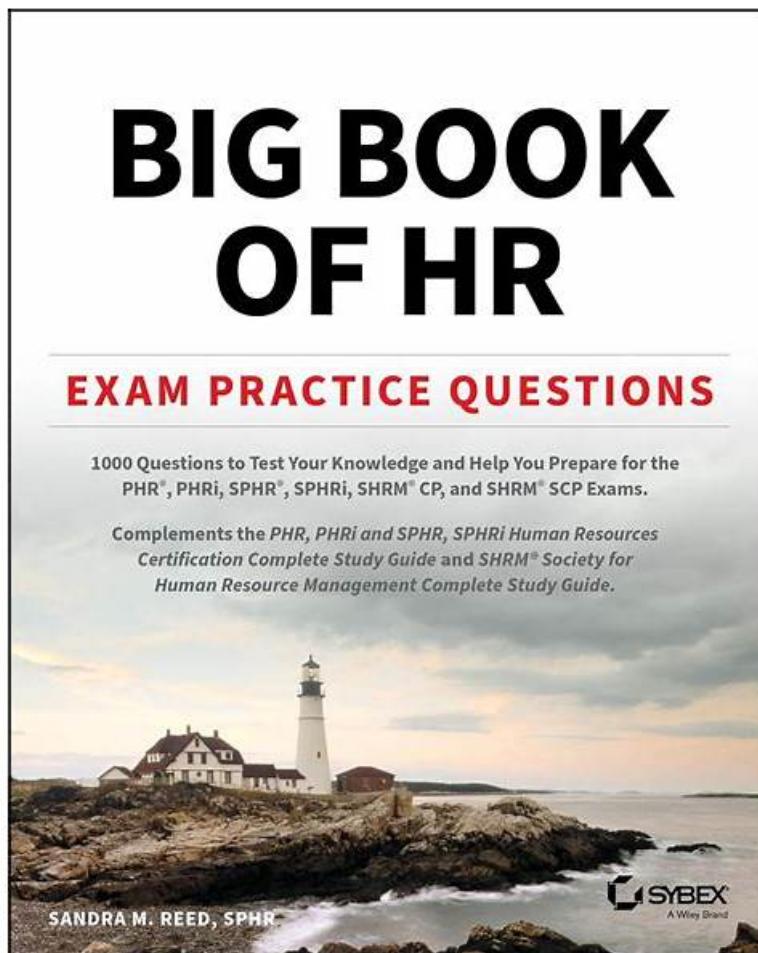


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How to Prepare For GPHR Exam

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.

- GPHR (Global Professional in Human Resources)
- PHRi (Professional in Human Resources-International)
- aPHRI (Associate Professional in Human Resources-International)
- SPHRi (Senior Professional in Human Resources-International)
- PHR (Professional in Human Resources)
- SPHR (Senior Professional in Human Resources)
- aPHR (Associate 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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Who should take the GPHR Exam

HRCI exams are rigorous and primarily experience-based. In order to take an GPHR Exam, candidates must meet certain criteria. These eligibility requirements can be found by visiting [GPHR-eligibility](#)

Enough number of year of professional experience required before appearing for the global professional Human Resource as it is coming under Strategic HR Certification.

- Have at least two years of experience in a global professional-level HR position + a Master's degree or higher, or
- Have at least four years of experience in a professional-level HR position (at least two in global HR) + a high school diploma.
- Have at least three years of experience in a professional-level HR position (at least two in global HR) + a Bachelor's degree, or

HRCI Global Professional in Human Resource Sample Questions (Q54-Q59):

NEW QUESTION # 54

Which of the following is NOT a variable that differs between replacement planning and succession planning?

- A. Information flow
- **B. Tools utilized**
- C. Identified skill requirements
- D. Outlook into future (in terms of time)

Answer: B

NEW QUESTION # 55

A company just posted openings for entry-level finance positions. There were 400 total job applicants. The organization narrows the candidate pool to 20 qualified applicants and schedules interviews with all of them. The company offers employment to 10 applicants and 6 individuals accept the offers. What is the yield ratio of offers to interviews?

- A. 60%
- B. 33%
- C. 2.5%
- **D. 50%**

Answer: D

NEW QUESTION # 56

Which of the following is the least important factor to consider when evaluating a third-party contractor to outsource benefits administration?

- A. Response time to client questions
- B. Detailed audit structure
- **C. Preexisting/ existing relationships with carriers**
- D. Price

Answer: C

NEW QUESTION # 57

Which of the following is NOT a reason to outsource ?

- A. To manage a difficult risk
- B. To share financial risk
- **C. To create value**
- D. To gain access to world-class talent

Answer: C

NEW QUESTION # 58

The most important business objective of diversity and inclusion programs is to:

- A. Ensure an equal number of men and women.
- B. Increase awareness of employee affinity groups.
- **C. Increase productivity by leveraging contributions of a broader talent pool.**
- D. Implement a proactive approach to defend against bias-related litigation.

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

While legal compliance and awareness matter, the primary objective of D&I initiatives is business impact- improving innovation, collaboration, and performance by harnessing diverse perspectives.

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

"The true value of D&I lies in its ability to enhance productivity by tapping into the full range of employee skills, perspectives, and experiences." Gender balance and affinity groups support inclusion, but productivity is the strategic outcome.

NEW QUESTION # 59

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