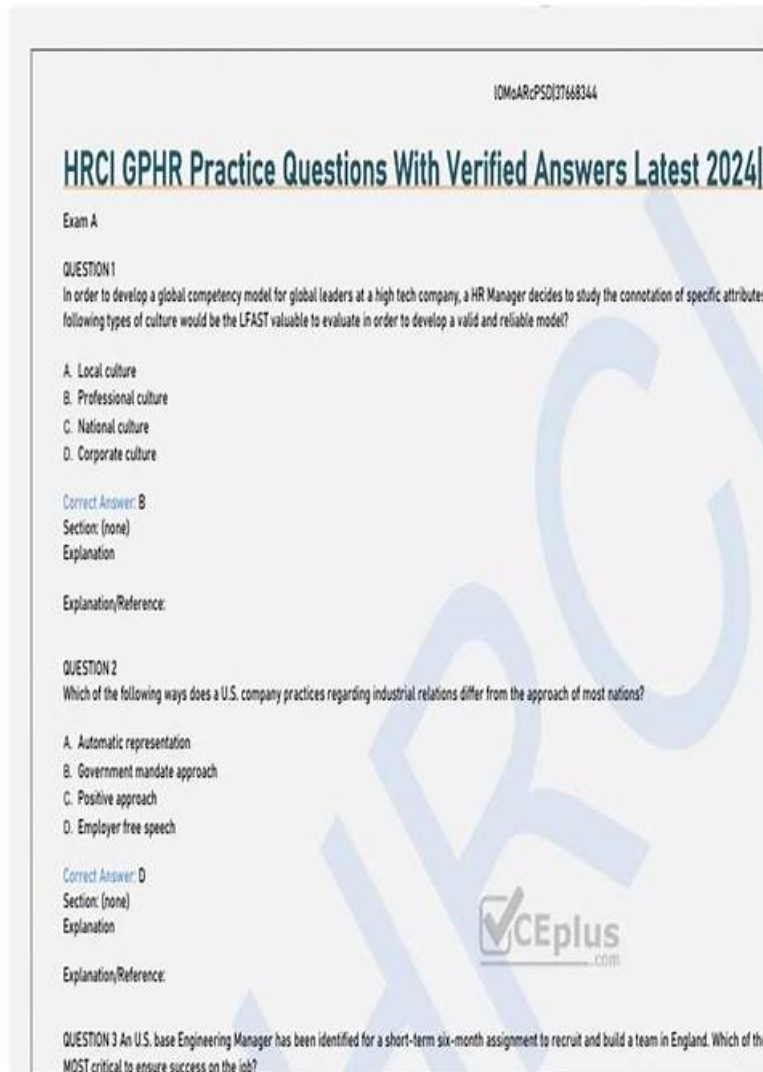


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## Introduction to GPHR Exam

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

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### HRCI Global Professional in Human Resource Sample Questions (Q66-Q71):

#### NEW QUESTION # 66

A company has been utilizing expatriates from headquarters to fill skill gaps internationally. However, the international assignees have been having problems building trust locally. In addition, the costs to maintain these assignments have been exorbitant. Given the current circumstances, which of the following resource groups may be a better alternative to staffing for future or to fill the international assignment positions in the long term?

- A. Third country nationals
- **B. Local nationals**
- C. Expatriates
- D. Inpatriates

**Answer: B**

#### NEW QUESTION # 67

When designing a global compensation strategy, the most important consideration is:

- A. Use of internal equity
- B. Local cost of living
- **C. Supporting the organization's business strategy**
- D. Legal compliance in each country

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

While legal compliance and cost are critical, the central purpose of compensation strategy is to support the organization's goals. This includes:

- \* Attracting and retaining the right talent
- \* Driving performance aligned with global priorities
- \* Supporting mobility and growth markets

GPHR Study Guide Extract - Global Compensation and Benefits / Compensation Strategy Design:

"Compensation strategy must reflect and reinforce the business's global direction. HR should ensure that pay structures align with talent needs and strategic goals across regions." Compliance and equity are enablers, but strategy alignment is the foundation.

#### NEW QUESTION # 68

In the European Union, many multinational companies have Work Councils that are created to protect workers' interests. A company with 50 employees working across the EU has decided to create a Work Council. Recently, a court has fined the corporation for laying off 10% of the employee population in one of its E.U. sites without discussing it with its Work Councils. Which of the following reasons represents the PRIMARY rationale for why this occurred?

- A. The company did not follow the voluntarily-provided program
- **B. The company did not follow the collective bargaining agreement**

- C. The company did not follow the government-provided program
- D. The company did not follow the government-mandated program

**Answer: B**

#### NEW QUESTION # 69

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

**Answer: A**

#### NEW QUESTION # 70

An international corporation has implemented a dual-career policy for expatriate families. What is the primary strategic benefit of this policy in global talent management?

- **A. Increases the retention of expatriates post-assignment**
- B. Avoids the need for costly family relocation assistance
- C. Reduces the administrative complexity of assignment packages
- D. Enhances gender balance in global leadership roles

**Answer: A**

Explanation:

Dual-career support addresses atop cause of expatriate failure: family dissatisfaction. Helping spouses continue their careers promotes assignment success and retention.

GPHR Concept: Family support directly impacts expatriate engagement, longevity, and return on investment.

#### NEW QUESTION # 71

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