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**HRCI- SPHR PRACTICE EXAM
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One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

A. Charismatic leadership
B. Transactional leadership
C. Laissez-faire leadership
D. Authoritarian leadership - ACCURATE ANSWERS✓✓ B.
Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

A. Intimate partner violence
B. Unlawful treatment
C. Sexual harassment
D. None, because it's consensual - ACCURATE ANSWERS✓✓ C.
Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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How to book the GPHR Exam

These are following steps for registering the GPHR-Exam

- 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.

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.

- aPHRI (Associate Professional in Human Resources-International)
- PHRi (Professional in Human Resources-International)
- SPHR (Senior Professional in Human Resources)
- GPHR (Global Professional in Human Resources)
- PHRca (Professional in Human Resources-California)
- aPHR (Associate Professional in Human Resources)
- SPHRi (Senior Professional in Human Resources-International)

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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HRCI GPHR New Braindumps Questions - Guaranteed GPHR Questions Answers

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What is the duration, language, and format of GPHR Exam

- language: English
- Length of Examination: 180 mins
- Type of Questions: This test format is multiple choice.
- Number of Questions: 140 scored questions (mostly multiple-choice) + 25 pretest questions
- Passing Score: 71%

HRCI Global Professional in Human Resource Sample Questions (Q129-Q134):

NEW QUESTION # 129

Which of the following is the primary benefit to a multinational organization of having one vendor for multiple outsourced functions?

- A. Reduction of conflicts between departments
- B. Customized local centers of excellence
- C. Streamlined billing for different services
- D. Simplified efforts to coordinate with the provider

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

Using a single vendor for multiple services (e.g., payroll, recruitment, benefits administration) simplifies coordination, communication, and accountability. This helps:

- * Improve service consistency
- * Reduce administrative burden
- * Ensure contract efficiency across geographies

GPHR Study Guide Extract - Strategic Global Human Resources / Outsourcing Strategy:

"Engaging a single vendor for multiple HR services improves efficiency by reducing vendor management complexity. It streamlines communication and creates a more cohesive delivery model." Billing and department conflicts are secondary. Centers of excellence are internal strategies, not tied to vendor selection.

NEW QUESTION # 130

Which of the following are economic benefits that an employer can derive from having a strong employer brand? (Select TWO options.)

- A. Employee wellness
- B. Total rewards
- C. Increased retention
- D. Customer engagement
- E. Employee recognition

Answer: C,D

Explanation:

Comprehensive and Detailed Explanation:

* Increased Retention- A strong employer brand attracts high-quality talent and fosters pride and loyalty, reducing turnover costs and improving organizational stability.

* Customer Engagement- Employees who are proud to work for a company become brand ambassadors, indirectly improving customer trust and brand loyalty.

GPHR Study Guide Extract - Talent Acquisition and Mobility / Employer Branding:

"Employer branding not only reduces recruitment and retention costs but also strengthens corporate reputation. Engaged employees contribute to customer satisfaction and organizational growth, reinforcing the employer brand in the market." Recognition and wellness are elements of internal programs, not direct economic drivers of employer branding.

NEW QUESTION # 131

Which of the following describes the global compensation and benefits strategy that would BEST align with an organization that has decided to pursue a polycentric staffing approach?

- A. Consistent local and global policies
- B. Consistent local policies, but may not be consistent across the organization globally
- C. Consistent policies within a region, but may not be thoroughly consistent across regions
- D. Utilization of headquarters policies with little adaptation to local considerations

Answer: B

NEW QUESTION # 132

What is the greatest drawback of using a home-country-based balance sheet versus a headquarters-based balance sheet compensation approach for expatriates?

- A. Differences in assignee purchasing power from one host country to another
- B. Perceived inequity of treatment based on country of origin
- C. Equity between the expatriate and that of local compensation
- D. Expatriates' reluctance to be repatriated to their home countries

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

A home-country-based balance sheet aligns pay with the employee's home market, but in multinational settings, this can cause inequity among expatriates from different countries.

For example, a German and a Brazilian expatriate on the same assignment may receive very different compensation packages, simply due to home-country salary levels, despite doing the same job.

GPHR Study Guide Extract - Global Compensation and Benefits / Expatriate Compensation Approaches:

"The home-country balance sheet approach often results in perceived inequities across multinational teams, especially when compensation varies widely based on country of origin." Headquarters-based approach is more consistent across assignees, helping manage fairness and parity.

NEW QUESTION # 133

Which of the following elements of a competency model allows for clear feedback to employees regarding their career growth?

- A. Extremely broad competencies
- B. Highly integrated competency model across the organization
- C. Highly complex competency model
- D. Highly precise competencies

Answer: D

NEW QUESTION # 134

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