

# First-class GPHR Preparation Materials: Global Professional in Human Resource, Deliver You the High-quality Exam Dumps

## GPHR GLOBAL PROFESSIONAL IN HUMAN RESOURCE EXAM



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

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

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## Topics of GPHR Exam

Candidates must know the exam topics before they start of preparation as it will really help them in hitting the core. Our **GPHR Exam exam dumps** will include the following topics:

1. Strategic Global Human Resources (25%) 2. Global Talent Management (20%) 3. Global Mobility (15%) 4. Workplace Culture (15%) 5. Total Rewards (15%) 6. Risk Management and Compliance (10%)

## HRCI Global Professional in Human Resource Sample Questions (Q75-Q80):

### NEW QUESTION # 75

An organization is creating an incentive pay plan for its global executives. Due to time pressures, the HR Director is not able to perform a complete analysis as to the measures that should be evaluated for each executive. Therefore, since the focus of the

organization this year is on meeting revenue targets in order to reach break-even in 2 years, the HR Director and CEO recommend to the Board of Directors an incentive plan for each executive tied to this year's revenue only. Which of the following statements is true in regards to the incentive pay plan?

- A. This executive incentive pay plan is not a win-win situation
- **B. This is not an effective executive incentive pay plan because it does not incorporate goals line of sight**
- C. This is not an effective executive incentive pay plan because it does not aligned with the organizational goals and objectives
- D. This is not an effective executive incentive pay plan because it does not have a sunset clause

**Answer: B**

#### NEW QUESTION # 76

Productivity measures the \_\_\_\_\_ and \_\_\_\_\_ of work done, taking into account the cost of the resources it took to do the work

- **A. quantity and quality**
- B. output and capital
- C. output and quantity
- D. input and output

**Answer: A**

#### NEW QUESTION # 77

Which of the following measures the level of learning achieved by the participants of a training program?

- A. Performance tests
- **B. Pre-/post measures**
- C. 360-degree feedback process
- D. Performance appraisals

**Answer: B**

#### NEW QUESTION # 78

Which of the following elements must be included in a global organizational strategy in order to maintain a competitive advantage? (Select TWO options.)

- A. Government influence
- B. Work councils and labor agreements
- C. Standardized compensation and benefits
- **D. Intellectual property protection**
- **E. Leadership development programs**

**Answer: D,E**

Explanation:

Comprehensive and Detailed Explanation:

\* Intellectual Property (IP) Protection- In the global economy, protecting patents, trademarks, and proprietary knowledge is critical to maintaining competitive advantage. IP loss can cripple innovation and reduce market dominance.

\* Leadership Development Programs- Building a global leadership pipeline ensures continuity and agility across geographies. Strong leadership drives innovation, execution, and employee engagement globally.

GPHR Study Guide Extract - Strategic Global Human Resources / Global Strategic Priorities:

"Global organizations must safeguard intellectual assets and invest in leadership development to remain competitive. These are foundational to strategic advantage and long-term sustainability." Labor laws and compensation structures vary by region and must be localized, not necessarily standardized.

#### NEW QUESTION # 79

Which of the following represents a PRIMARY reason why employees leave an organization ?

- A. Manager is not approachable and open to new ideas
- B. Lack of challenging work
- **C. Uncertainty of future**
- D. Manager does not share relevant information with employees

**Answer: C**

## NEW QUESTION # 80

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