

GPHR Latest Study Questions - Updated GPHR Test Cram

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HRCI GPHR Practice Questions With Verified Answers Latest 2024|

Exam A

QUESTION 1
In order to develop a global competency model for global leaders at a high tech company, a HR Manager decides to study the connotation of specific attributes following types of culture would be the LFAST valuable to evaluate in order to develop a valid and reliable model?

A. Local culture
B. Professional culture
C. National culture
D. Corporate culture

Correct Answer: B
Section: (none)
Explanation
Explanation/Reference:

QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

A. Automatic representation
B. Government mandate approach
C. Positive approach
D. Employer free speech

Correct Answer: D
Section: (none)
Explanation
Explanation/Reference:

QUESTION 3 An U.S. base Engineering Manager has been identified for a short-term six-month assignment to recruit and build a team in England. Which of the MOST critical to ensure success on the job?



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HRCI Global Professional in Human Resource Sample Questions (Q26-Q31):

NEW QUESTION # 26

Which of the following is an advantage of utilizing internal recruitment methods?

- A. Reduces training cost
- B. New ideas/talents
- C. Helps meet diversity goals
- D. **Can result in succession of promotions**

Answer: D

NEW QUESTION # 27

A U.S.-based MNC expands into India and receives backlash for failing to accommodate local religious holidays. What should HR do to ensure cultural integration in global policies?

- A. Offer a standard number of floating holidays for all employees
- B. Delegate all holiday decisions to local managers
- C. Apply HQ holiday policies consistently across all regions
- D. **Create a global holiday calendar that includes flexible local observances**

Answer: D

Explanation:

Balancing global consistency with local cultural observances is essential. A flexible, inclusive calendar respects diversity while maintaining HR policy structure.

GPHR Concept: Culturally responsive HR practices improve engagement and reduce cultural missteps.

NEW QUESTION # 28

You have recruited an engineering architect for a short-term international assignment in Bangalore, India. During the pre-departure training, you ask the training consultant to focus on providing immediate survival techniques. For example, the trainer outlines where the individual can obtain assistance and explains logistical realities of getting around in the host country. Which of the following processes does this describe?

- A. Outplacement
- B. Relocation
- C. **On-boarding**
- D. Assimilation

Answer: C

NEW QUESTION # 29

You are assisting a highly talented engineering architect in repatriation after a short-term international assignment in Bangalore, India. After re-entry, there are no appropriate positions available in the organization at headquarters. Which of the following goals is NOT a potential goal for redeploying this individual?

- A. Building a global workforce
- B. Sharing the recently acquired knowledge
- C. **Maintain employee morale in the host country**
- D. Retaining the talent for the future

Answer: C

NEW QUESTION # 30

What are the 4P's in Marketing?

- A. Place, Product, Promotion, Partnership
- B. Price, Product, Promotion, Productivity
- C. Price, Product, Promotion, Partnership
- **D. Price, Place, Product, Promotion**

Answer: D

NEW QUESTION # 31

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