

Reliable GPHR Exam Materials - GPHR Learning Mode



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GPHR Certification Path

There is no such prerequisite, anyone can go ahead and write Global Professional Human Resource certification just they need to fulfill the eligibility criteria.

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

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

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It seems that it's a terrible experience for some candidates to prepare and take part in the GPHR Exam, we will provide you the GPHR training materials to help you pass it successfully. The GPHR training materials have the knowledge points, it will help you to command the knowledge of the Global Professional in Human Resource. The pass rate is above 98%, which can ensure you pass it. If you have the Desktop version, it stimulates the real environment, you can know the exact situation about the exam, and your nervous for it will be reduced.

HRCI Global Professional in Human Resource Sample Questions (Q68-Q73):

NEW QUESTION # 68

Let's assume you are training assemblers on how to use the production database to enter and track data on the status of work in process. In addition, in compliance with internal ISO 9001 procedures, you must evaluate the status of the training for the individual as (1) performs with close supervision, (2) performs with minimal supervision, (3) capable of supervising others, or (4) extended training.

Which of the following level of learning (as described by Bloom's taxonomy) would best describe an individual who "performs with minimal supervision"?

- A. Synthesis
- B. Evaluation
- C. Application
- D. Knowledge

Answer: C

NEW QUESTION # 69

Which of the following factors is an incentive for company to pursue localization?

- A. Brand integrity
- B. Product quality
- C. Economies of scale
- D. Market responsiveness

Answer: D

NEW QUESTION # 70

Which of the following type of listening is occurring when a person is thinking. "Robert has some legitimate points about the importance of quality and its importance in the company's growth" while listening to a ISO-9001 training session?

- A. Evaluative
- B. Active
- C. Informational
- D. Empathic

Answer: A

NEW QUESTION # 71

Let's assume you need to develop a strategic employer branding program. Which of the following is one of the LEAST effective methods in positive employer branding?

- A. Gathering local confidence by socially responsible actions, ie environmentally conscious
- B. Winning the Malcolm Baldrige National Quality Award
- C. Implementation of flexible work arrangements that reduce turnover by 10%
- D. Providing above-market compensation packages

Answer: D

NEW QUESTION # 72

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. The management team understands that it must create an international assignment program to have this project run smoothly. The team believes that extended business travel would be the most appropriate program.

In order to confirm their belief, the HR manager does extensive research. The analysis shows that extended business travel will result in \$10,000,000 additional revenue in the first year and \$5,000,000 additional revenue in the second year due to the customization of the product to customer demand. The cost of the program is \$400,000 initial investment plus a variable cost of \$100,000 per year.

What is the break-even point

- A. 2.4 months
- B. 6 months

