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Enough number of year of professional experience required before appearing for the global professional Human Resource as it is coming under Strategic HR Certification.

- Have at least four years of experience in a professional-level HR position (at least two in global HR) + a high school diploma.
- Have at least three years of experience in a professional-level HR position (at least two in global HR) + a Bachelors degree, or
- Have at least two years of experience in a global professional-level HR position + a Master's degree or higher, or

GPHR Exam Certified Professional salary

The average salary of a GPHR Exam Certified Expert in

- Europe - 90,347 EURO
- England - 90,632 POUND
- India - 25,00,327 INR
- United State - 120,000 USD

Difficulty in Writing GPHR Exam

GPHR is a privileged achievement one could be graced with. But contrary to common views and opinions certifying with HRCI is not that difficult. If the candidates have proper preparation material to pass the GPHR exam with good grades. Questions answers and clarifications which are designed in form of DumpsTorrent exam dumps make sure to cover entire course content. DumpsTorrent have a brilliant GPHR exam dumps with most recent and important questions and answers in PDF files. DumpsTorrent is sure about the exactness and legitimacy of GPHR exam dumps and in this manner. Candidates can easily pass the GPHR exam with genuine GPHR exam dumps and get certification. These exam dumps are viewed as the best source to understand the GPHR well by simply pursuing examples questions and answers. If candidate complete practice the exam with certification **GPHR exam dumps** along with self-assessment to get the proper idea on accreditation and to ace the certification exam.

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HRCI Global Professional in Human Resource Sample Questions (Q57-Q62):

NEW QUESTION # 57

Which of the following is LEAST likely to be a consideration in the determination of hardship allowances?

- A. Length of the assignment
- B. Accessibility of medical facilities
- C. Quality of available housing
- D. Cost of goods and services

Answer: A

Explanation:

Comprehensive and Detailed Explanation:

Hardship allowances are determined based on environmental conditions, not assignment duration. Key considerations include:

- * Political instability
- * Health and safety risks
- * Poor infrastructure
- * Climate and housing quality
- * Medical availability

These factors assess how difficult or uncomfortable the host country is for expatriates, not how long the assignment will be.

GPHR Study Guide Extract - Global Compensation and Benefits / Assignment Allowances:

"Hardship allowances compensate employees for difficult living conditions in the host country. Determining factors include health infrastructure, security, and housing-not the length of stay." Duration may impact total payout, but not the justification for the allowance itself.

NEW QUESTION # 58

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

Answer: C

NEW QUESTION # 59

A corporation has identified an initiative to recruit and train global leaders over the next 5 year in order to become a truly transnational company. In order to meet this goal, the firm has identified and developed 30 international assignments amongst its 10 office locations. Which of the following candidates would LEAST match these positions?

- A. A 40-year old manufacturing manager working in Thailand who has been with the company for 5 years
- B. A 25-year old human resources representative working in South Korea who just started at the company
- C. A 55-year old engineering manager working in the U.S. who has been with company for 10 years and has gone on 3 international assignments
- D. A 40-year old finance manager working in Africa who has been with the company for 8 years

Answer: C

NEW QUESTION # 60

Which of the following has the biggest influence in determining the success of work-life balance programs?

- A. Onsite services
- B. Employee morale
- C. Office design
- D. Corporate culture

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

While facilities and morale contribute, corporate culture is the primary enabler or barrier to effective work-life balance (WLB). Culture determines:

- * Manager attitudes toward flexibility
- * Acceptance of remote work or leave policies
- * Whether employees feel safe using WLB options

Even well-designed programs will fail if the workplace discourages their use.

GPHR Study Guide Extract - Strategic Global Human Resources / Work-Life Balance and Engagement:

"The success of work-life programs is dependent on organizational culture. Without leadership support and cultural buy-in, employees may fear stigma or retribution for participating in such programs." Culture drives behavior more than policies or perks do.

NEW QUESTION # 61

An organization decides to provide their employees who have stayed with the company for 15+ years a pension based on the average earnings in the last 3 years of their employment with the company. Which type of formula does this utilize ?

- A. Cash balance plan
- B. Flat dollar
- C. Final pay
- D. Career-average

Answer: C

NEW QUESTION # 62

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