

GPHR Reliable Dumps Free - Latest GPHR Test Answers

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HRCI GPHR Practice Questions With Verified Answers Latest 2024[1]

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:

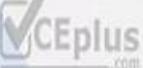
QUESTION 2
Which of the following ways does a U.S. company practices regarding industrial relations differ from the approach of most nations?

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 GPHR Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <ul style="list-style-type: none">• Global Talent Acquisition and Mobility |
| Topic 2 | <ul style="list-style-type: none">• Strategic HR Management |
| Topic 3 | <ul style="list-style-type: none">• Talent and Organizational Development. |

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** **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%)

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HRCI Global Professional in Human Resource Sample Questions (Q55-Q60):

NEW QUESTION # 55

Which of the following addresses the range and breadth of details related to international assignments ?

- A. Company policies
- B. Assignment plan
- C. International assignment letter of agreement
- D. International assignment process model

Answer: A

NEW QUESTION # 56

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

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

Answer: D

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 # 57

Which of the following BEST identifies the stages in the strategic planning process ?

- A. Strategy Development -> Strategy Formulation -> Strategy Implementation -> Strategy Evaluation
- B. Mission & Objectives -> Determine Action Plans -> Strategy Implementation -> Evaluation & Control
- C. Mission & Vision -> Determine Strategic Issues by performing a Gap Analysis, SWOT Analysis, & Benchmarking ->

Strategy Formulation -> Strategy Implementation -> Evaluation & Control

- D. Mission & Objectives -> Strategy Formulation -> Environmental scanning -> Strategy Implementation -> Evaluation & Control

Answer: C

NEW QUESTION # 58

A U.S. based high tech company is considering building a R&D office in Bangalore, India. Which of the following factors is the LEAST relevant in considering whether to build a new global enterprise or not?

- A. Financial incentives
- B. Transfer capital earned to headquarters
- C. Infrastructure
- D. Workforce costs
- E. New market penetration

Answer: E

NEW QUESTION # 59

An executive who grew up in a collectivist culture relocates to a new country with an individualistic culture. Which behavior is the executive most likely to demonstrate in response to conflict?

- A. Logical argumentation
- B. Assertive approach
- C. Solution-based action
- D. Non-confrontational style

Answer: D

Explanation:

Comprehensive and Detailed Explanation:

In collectivist cultures, conflict is often seen as disruptive to group harmony, which is a core value. As a result, individuals from such cultures tend to:

- * Avoid confrontation
- * Use indirect communication
- * Prefer harmony over resolution through debate

Even when they move to individualist cultures, these behaviors may persist initially, especially in emotionally charged situations.

GPHR Study Guide Extract - Workforce Relations and Risk Management / Cultural Dimensions in Communication and Conflict: "Individuals from collectivist cultures often adopt non-confrontational approaches to conflict. Preserving group harmony is prioritized over expressing disagreement directly." Conversely, individualistic cultures value directness and assertiveness, which may feel uncomfortable to someone from a collectivist background.

NEW QUESTION # 60

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