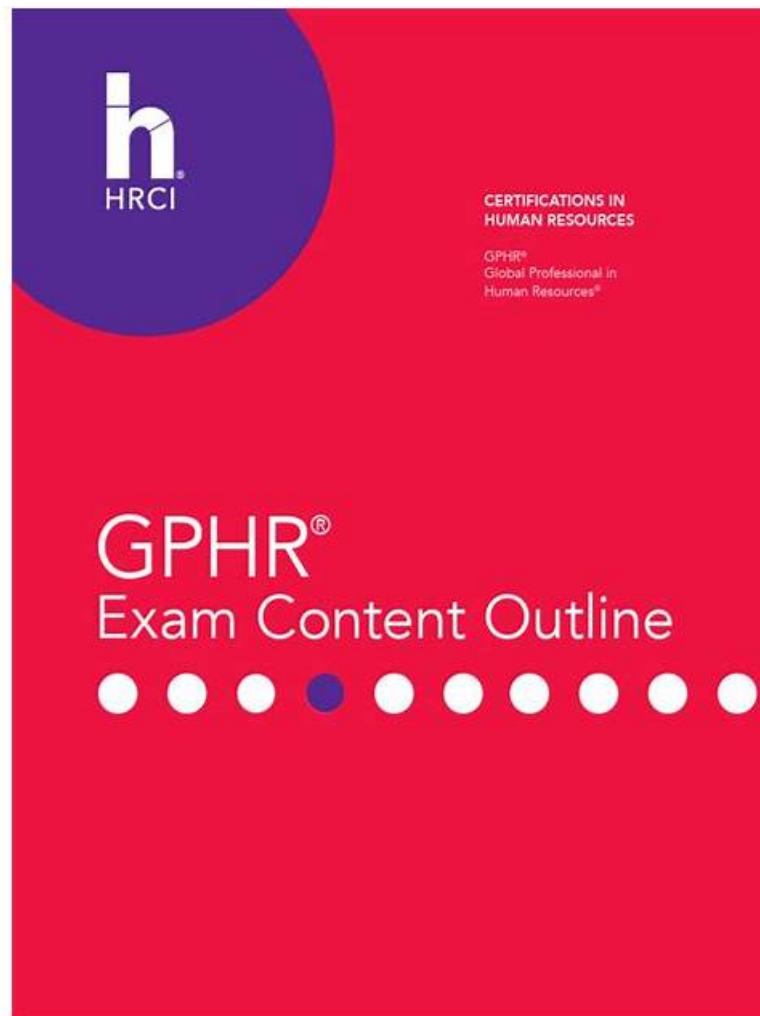


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- Number of Questions: 140 scored questions (mostly multiple-choice) + 25 pretest questions
- language: English
- Passing Score: 71%
- Type of Questions: This test format is multiple choice.
- Length of Examination: 180 mins

Introduction to GPHR Exam

Candidates for **GPHR Exam** are seeking to prove strong knowledge in managing Human Resource Management at Global Level. Before taking this exam, candidates should have a solid professional experience and knowledge of the topics described in this GPHR exam dumps.

The Global Professional in Human Resources (GPHR) is a global, competency-based credential that is designed to validate the skills and knowledge of an HR professional who operates in a global marketplace.

Expertise of multinational HR roles and responsibilities, inclusive strategies of globalization development of HR policies and initiatives that support organizational global growth are validated by GPHR Certification.

After passing this exam, candidates get a certificate from HRCI that helps them to demonstrate their proficiency in Global Human Resource Management to their clients and employers.

HRCI Global Professional in Human Resource Sample Questions (Q61-Q66):

NEW QUESTION # 61

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

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

Answer: A

NEW QUESTION # 62

According to Claus, which of the following HR activities is considered an upstream function?

- A. Compensation
- B. Staffing
- C. Employee relations
- **D. HRIS**

Answer: D

NEW QUESTION # 63

According to the global performance management process, an organization should be aligning company systems in phases EXCEPT in which of the following stages?

- A. Conducting the appraisal with each employee
- **B. Defining global business strategy and objectives**
- C. Specifying each employee's performance plan
- D. Linking benefits & rewards as well as employee development to the process

Answer: B

NEW QUESTION # 64

What is the first step in creating an international assignment policy?

- A. Identifying assignment locations
- B. Creating a communication plan for stakeholders
- C. Determining the type of assignments the organization will use
- D. Developing benefits and compensation models

Answer: C

Explanation:

Comprehensive and Detailed Explanation:

Before designing policies and benefits, HR must define what types of assignments will be supported, such as:

- * Short-term vs. long-term
- * Developmental vs. strategic
- * Rotational or commuter assignments

Each type has unique needs in terms of compensation, compliance, and support.

GPHR Study Guide Extract - Global Talent Acquisition and Mobility / Assignment Planning and Design:

"A clear understanding of assignment types is essential in crafting effective mobility policies. This decision informs the structure, duration, and support mechanisms for each assignment." Skipping this step can result in misaligned benefits or inconsistent support.

NEW QUESTION # 65

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 & Objectives -> Strategy Formulation -> Environmental scanning -> Strategy Implementation -> Evaluation & Control
- D. Mission & Vision -> Determine Strategic Issues by performing a Gap Analysis, SWOT Analysis, & Benchmarking -> Strategy Formulation -> Strategy Implementation -> Evaluation & Control

Answer: D

NEW QUESTION # 66

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