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How to Prepare For GPHR Exam

Preparation Guide for GPHR Exam

Introduction

HRCI (Human Resource Certification Institute) is a U.S. based organization which offers credentials for certifications to HR generalists, administrators and managers. These credentials and certification are awarded upon successful completion of competency exams that cover Human Resource Management (HRM) practices, policies and principles. Human Resource professionals seek HRCI certifications to boost career opportunities, professional credibility, and compensation rates.

HRCI exam content varies by certification type. Each exam is drafted in a way to validate mastery and practical application of HR practices, policies and principles. Exams are accredited by The National Commission for Certifying Agencies (NCCA). List of the certification offered by HRCI.

- SPHRi (Senior Professional in Human Resources-International)
- aPHR (Associate Professional in Human Resources)
- PHRi (Professional in Human Resources-International)
- GPHR (Global Professional in Human Resources)
- PHRca (Professional in Human Resources-California)
- aPHRI (Associate Professional in Human Resources-International)
- SPHR (Senior Professional in Human Resources)

Certification is evidence of your skills, expertise in those areas in which you like to work. There are many vendors in the market that are providing these certifications. If candidate wants to work in Human Resource and prove his knowledge, Certification offered by HRCI. This **GPHR Exam** Certification helps a candidate to validate his skills in Human Resource Management and policies.

In this guide, we will cover the GPHR Certification Exam, GPHR Certified professional salary and all aspects of the GPHR Certification.

HRCI Global Professional in Human Resource Sample Questions (Q24-Q29):

NEW QUESTION # 24

A U.S. based Engineering Manager was sent to England for a short-term six-month assignment to recruit and build a team. He is done with the assignment and has returned home. When going out with family and friends, he describes the entire opportunity as being exciting and challenging. He wishes he could have stayed in Europe longer. Which of the following repatriation programs is the MOST appropriate to ensure a successful repatriation ?

- **A. Recognition and appreciation**
- B. Re-entry training program
- C. Policies on repatriation
- D. Compensation and benefits adjustment

Answer: A

NEW QUESTION # 25

Which of the following does NOT represent a strategic financial goal for a global company?

- A. Increase revenue
- **B. New market penetration**
- C. Decrease cost of goods
- D. Effectively manage currency exchange fluctuations

Answer: B

NEW QUESTION # 26

A company decide to purpose an international assignment program to fill a new position in its new office Beijing, China. With the assistance of the human resources professional, the management, team has finalized a list of selection criteria of the candidate for the role considering the entire scope of the international assignment. During the interviewing process, they utilize various tools to isolate out the success factors.

After deciding on the candidate and the individual accepting the offer, the human resources professional with vendors to provide cross-cultural training prior to departure and plans all the logistical details for the relocation. The human resources professional also assists the individual and his family by providing contacts and setting up meetings with other expatriates in the host country to orientate the expatriate before country, ie career development, potential roles, personal transition, etc. In this scenario, which of the following actions items were forgotten to ensure a successful international assignment?

- A. Plan the international assignment as part of a process, not an activity
- **B. Provide ongoing support, while on assignment**
- C. Provide appropriate training
- D. Plan for a successful repatriation

Answer: B

NEW QUESTION # 27

Which of the following is most fundamental in making a global organization more diverse?

- A. Effective communication channels

- B. Leadership commitment
- C. Unified information systems
- D. Management training programs

Answer: B

Explanation:

Comprehensive and Detailed Explanation:

The most essential driver of organizational diversity is leadership commitment. Without top-level support, D&I initiatives may:

- * Lack resources
- * Fail to influence corporate strategy
- * Be perceived as token efforts

When leadership champions diversity, it becomes embedded in culture, recruitment, policy, and promotions.

GPHR Study Guide Extract - Strategic Global Human Resources / Diversity and Inclusion:

"Leadership commitment is the cornerstone of diversity success. When leaders model inclusive behavior and link D&I to business objectives, it drives systemic change throughout the organization." Technology and training support the effort, but change starts at the top.

NEW QUESTION # 28

Human resource management is conducted to achieve _____ goals.

- A. Personnel
- B. Supervisory
- C. Organizational
- D. Management

Answer: C

NEW QUESTION # 29

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