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## 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.

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The average salary of a GPHR Exam Certified Expert in

- United State - 120,000 USD

- India - 25,00,327 INR
- Europe - 90,347 EURO
- England - 90,632 POUND

## **HRCA Global Professional in Human Resource Sample Questions (Q37-Q42):**

### **NEW QUESTION # 37**

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. Policies on repatriation
- C. Compensation and benefits adjustment
- D. Re-entry training program

**Answer: A**

### **NEW QUESTION # 38**

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

**Answer: A**

### **NEW QUESTION # 39**

Let's assume you are a HR Manager at a high tech start-up company in its late stages with 3 rounds of funding. The firm's cash balance is \$13 million, with a burn rate off \$1 million/per month. It anticipates a break-even within 1 1/2 years, and there are no plans for acquisition or IPO within the next year. The company is an opto-electronics company, which is a highly specialized niche within the telecommunications industry. You are building out a team for Operations, which will be made up of experienced individuals from top competitor. What is the most appropriate compensation philosophy for this organization?

- A. At the market
- B. Compensation that the ideal candidate demands
- C. Lead the market
- D. Lag the market

**Answer: A**

### **NEW QUESTION # 40**

When designing a global compensation strategy, the most important consideration is:

- A. Supporting the organization's business strategy
- B. Local cost of living
- C. Legal compliance in each country
- D. Use of internal equity

**Answer: A**

Explanation:

Comprehensive and Detailed Explanation:

While legal compliance and cost are critical, the central purpose of compensation strategy is to support the organization's goals. This includes:

- \* Attracting and retaining the right talent
- \* Driving performance aligned with global priorities
- \* Supporting mobility and growth markets

GPHR Study Guide Extract - Global Compensation and Benefits / Compensation Strategy Design:

"Compensation strategy must reflect and reinforce the business's global direction. HR should ensure that pay structures align with talent needs and strategic goals across regions." Compliance and equity are enablers, but strategy alignment is the foundation.

#### NEW QUESTION # 41

Which of the following groups would NOT be considered to be subject matter experts (SME's) of a job function?

- A. Supervisors
- B. Trained job analysts
- C. Current incumbents
- D. Direct reports

**Answer: D**

#### NEW QUESTION # 42

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