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HRCI GPHR

HRCI HR GLOBAL PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS

Exam Summary – Syllabus – Questions

GPHR

HRCI Global Professional in Human Resources (GPHR)

165 Questions Exam – 500 / 700 Cut Score – Duration of 180 minutes

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Know Your GPHR Certification Well:

The GPHR is best suitable for candidates who want to gain knowledge in the HRCI Human Resources. Before you start your GPHR preparation you may struggle to get all the crucial HR Global Professional materials like GPHR syllabus, sample questions, study guide.

But don't worry the GPHR PDF is here to help you prepare in a stress free manner.

The PDF is a combination of all your queries like-

- What is in the GPHR syllabus?
- How many questions are there in the GPHR exam?
- Which Practice test would help me to pass the GPHR exam at the first attempt?

Passing the GPHR exam makes you HRCI Global Professional in Human Resources (GPHR). Having the HR Global Professional certification opens multiple opportunities for you. You can grab a new job, get a higher salary or simply get recognition within your current organization.

HRCI GPHR HR Global Professional Certification Details:

Exam Name	HRCI Global Professional in Human Resources
Exam Code	GPHR
Exam Fee	USD $495
Application Fee	USD $100
Exam Duration	180 Minutes
Number of Questions	165
Passing Score	500 / 700
Format	Multiple Choice Questions
Books / Trainings	**Preparation**
Schedule Exam	**PROMETRIC**
Sample Questions	**HRCI HR Global Professional Exam Sample Questions and Answers**
Practice Exam	**HRCI Global Professional in Human Resources (GPHR) Practice Test**

GPHR Syllabus:

Topics	Details	Weights
Strategic Global Human Resources	**Responsibilities:** 1. Participate in the development and implementation of the HR strategy to align with the global business strategy (e.g., evaluate local labor market conditions, regulation requirements, costs, language, barriers to entry, PESTLE analysis) 2. Implement workforce planning in alignment with the global business strategy (e.g., evaluate local labor market conditions, regulation requirements, costs, language, barriers to entry, PESTLE analysis, gap analysis output) 3. Prepare and execute elements of workforce restructuring in a global environment (e.g., local laws, risks, international laws, market practices, reputational risk, cost, training capabilities, labor relations, workplace culture, morale, systems, benefits, methodologies) 4. Design and execute a global HR delivery model (e.g., model – regional CoE, global CoE, business partnering, decentralized, local considerations – strategy, expertise, optimization, process improvement, cost savings, talent availability, language availability, time zone considerations – "follow the sun") 5. Create and manage a global organization design (e.g., local rules on local managers, compliance, cultural differences, time zones, span of control, technology platforms for communications, language) 6. Describe the role, benefits, and limitations of outsourcing, offshoring, and shared services models (e.g., strategy, expertise, optimization, process improvement, cost savings, talent availability, language availability, time zone considerations – "follow the sun") 7. Use common HR metrics to evaluate HR contributions to the achievement of the organization's strategic goals (e.g., recruiting, cost per hire, engagement, employee net promoter score (eNPS), time to fill, return-on-investment (ROI), turnover rate, employee overseas assignment ROI) 8. Compare and contrast organic and inorganic (greenfield, brownfield, merger and acquisition) growth strategies from a global HR perspective 9. Determine and manage the HR processes during a merger, acquisition, or divestiture in a global organization (e.g., legal compliance, employee selection, resources, employee welfare, communications, buyer and seller obligations to employees, labor relations)	**25%**

	10. Apply various strategies for operating in countries with minimal headcount (e.g., PEO, use another country's legal entity, purchase of an entity, partnership with local entity, establish a legal entity, representative office, joint venture) 11. Describe the role, benefits, and limitations of using a Professional Employment Organization (PEO)	
Global Talent Management	**Responsibilities:** 1. Evaluate the components of a talent management strategy (e.g., strategic employee planning, talent acquisition and retention, performance management, learning and motivating, total rewards, career development and succession planning) 2. Evaluate different approaches to sourcing talent at a global level (e.g., build/buy/borrow, internal/ external recruiting, internal transfers, recruitment process outsourcing (RPO), consultants, employee referrals, social media strategy) 3. Conduct and administer a global talent assessment (e.g., tools, methodology, assessor selection, cultural relevancy, unconscious bias, output, build/buy/borrow talent) 4. Evaluate the differences among various alternate work arrangements (e.g., job sharing, flexible schedules, telecommuting, virtual/remote, cross border) for a global workforce (e.g., cost compliance, productivity, effectiveness, technology, cultural, laws, retention strategy, work-life balance) 5. Identify the risks and benefits of leveraging nonemployees (independent contractors, consultants, third-party contractors) in a global organization (e.g., joint or co-employment, misclassification, financial risks such as owing backpay, legal risks) 6. Design and implement learning and development programs for a global workforce (e.g., language, culture, delivery method, learning styles, gap assessment, time zones, costs, tools, connectivity, technology) 7. Design and implement a performance management framework for a global workforce (e.g., goal setting, laws/regulations, strategy culture, systems/platforms, training, change management) 8. Use diagnostic tools in global organizations to assess employee engagement (e.g., exit surveys, onboarding surveys, engagement surveys, employee net promoter score, stay interviews) 9. Implement programs to improve employee engagement and retention in a global organization (e.g., peer recognition platforms, mentoring and coaching, communication or social platforms) 10. Evaluate the impact of employee organizations (works councils and local unions) on employees, business strategy, and practices, globally and locally	**20%**

	11. Evaluate the impact of the International Labour Organization (ILO), Organisation for Economic Cooperation and Development (OECD), and United Nations (UN) on employees, business strategy, and practice 12. Implement, integrate, automate, and maintain global HR systems and tools (e.g., data privacy, reporting, user experience, regulatory, automation, applicability, and effectiveness) 13. Manage employee data analytics and other emerging technologies in a global environment (e.g., different and relevant benchmarks, different countries, common definitions, different units of measurement, different industries, data privacy, selecting appropriate measures for outcomes)	
Global Mobility	**Responsibilities:** 1. Analyze the role, benefits, and limitations of the various types of expatriate assignments (e.g., local plus, hybrid, long-term, short-term) 2. Compare and contrast the following employee types (e.g., host country national, parent country national, third country national, local national) 3. Facilitate the expatriation of an employee going on an overseas assignment (e.g., planning, communication, culture and language training, logistical support, integration, family acclimation, visa and immigration) 4. Assess and administer the demographic factors when selecting employees for an overseas assignment which may not normally be considered for a local position (e.g., religion, sexual orientation, family status, gender, gender identity, nationality, special needs, pets, cultural adaptability, and age) 5. Apply the primary incremental variables included in a cost analysis for an overseas assignment (e.g., immigration, relocation expenses, housing, car allowance, education allowance, home leave allowance, travel allowance, air travel to and from assignment, COLA, consulting fees, and taxes) 6. Recognize and articulate country-to-country differences (regulatory, statutory, and customary) in the hiring and onboarding process for expatriates (e.g., preemployment screening, personally identifiable information, preemployment health check, technological, benefits enrollment, offers vs employment agreements, orienting, immigration, visa, work permit requirements) 7. Identify the most common types of visas applicable to employees and their families who are working or traveling outside their home country 8. Identify the potential country-to-country differences (regulatory, statutory, and customary) in the offboarding process for expatriates (e.g., notice pay, removing from benefits, immigration, government	**21%**

	notification, departure travel, return travel, labor organization notification, settlement agreements) 9. Plan and execute the successful repatriation of an employee on an overseas assignment (e.g., planning, communication, having a new position, integration, family re-acclimation, visa, immigration) 10. Describe the key considerations when localizing expatriates (e.g., housing, children's education, compensation, visa and immigration requirements, migration to local salary and rewards, terms and conditions, portability) 11. Evaluate the primary considerations for a repatriate or expatriate and his/her family when preparing to relocate	
Workplace Culture	**Responsibilities:** 1. Describe the cultural dynamics that may impact strategy and behavior in a cross-border context (i.e., Trompenaars and Hofstede) 2. Identify and apply the potential elements of cultural differences and norms when designing HR programs for a global workforce (i.e., Trompenaars and Hofstede) 3. Evaluate the key considerations to mitigate the risks and identify the opportunities for promoting diversity and inclusion in a global workforce (e.g., cultural, religious, social, political, legal, and special needs considerations) 4. Implement and maintain corporate social responsibility (CSR) and ethics program (e.g., employer branding and reputation, risk management, employee engagement, employee satisfaction, strategic partnerships/vendor requirements, cost, obligations, legal and statutory obligation, bribery and corrupt practices: US Foreign Corrupt Practices Act, Safe Harbor Privacy Principles, UK Bribery Act)	**15%**
Total Rewards	**Responsibilities:** 1. Identify the most common total reward strategies and complexities of statutory and market requirements for local employees and/or expatriates from the perspectives of both the organization and the employee (e.g., health and welfare benefits, compensation, retirement, payroll, equity compensation and taxation, cost analysis, double taxation, totalization agreements) 2. Evaluate the key compensation philosophies of an expatriate package (e.g., host country, home country, Big Mac Index, COLA) 3. Identify the components of supplemental pay (e.g., per diems, hazard pay, hardship allowance, stipends) for local or expatriate employees	**15%**

	4. Identify the circumstances (e.g., political unrest, climate extremes, excessive crime, unusual work schedules) where supplemental pay may be required for local or expatriate employees 5. Compare and contrast the two primary retirement plan types (defined benefit and defined contribution), considering both statutory and voluntary schemes	
Risk Management and Compliance	**Responsibilities:** 1. Determine the key considerations in developing and implementing a strategy to proactively manage physical safety and security risks for employees globally 2. Describe the resources commonly used to assess, mitigate, and manage security risks, incidents, and evacuations (e.g., kidnap and ransom insurance, travel and medical services) 3. Evaluate the types of controls in a global HR environment used to manage risk and maintain compliance (e.g., audits, segregation of duties, quality assurance, multi-level approvals, external accreditation, control or exception reporting) 4. Implement and maintain global anti-discrimination, anti-bullying, and anti-harassment policies (e.g., laws, processes, reporting requirements, representation, outcome/consequences, education, language, cultural norms) 5. Develop and execute a global employee investigation plan (e.g., investigator selection, laws, processes, timeline and reporting requirements, representation, outcome/consequences) 6. Identify the key principles of the General Data Protection Regulation (GDPR) (e.g., lawfulness, fairness and transparency, purpose limitations, data minimization, accuracy, storage limitation, integrity and compliance, accountability and compliance)	**10%**

HRCI GPHR Sample Questions:

Question: 1

Human resource management is conducted to achieve _____ goals.

    a) Organizational
    b) Personnel
    c) Supervisory
    d) Management

Answer: a

Question: 2

Which of the following is NOT a reason why individuals refuse international assignments?

   a) Personal familial issues, like spouse is reluctant to change careers or children are already in high school
   b) No clear, identified path for career development guaranteed after the assignment
   c) Financial incentives are inadequate
   d) Company's poor record of successful expatriations programs

Answer: b

Question: 3

Which of the following is NOT an external third-party source for recruiting?

   a) Private employment agencies
   b) Labor unions
   c) Outplacement firms
   d) Agencies

Answer: b

Question: 4

A good MBO (management by objectives) shares all of the following aspects EXCEPT:

   a) Periodic feedback about objectives
   b) Goals which align with corporate level goals and strategies
   c) Goals are established by the supervisor/manager
   d) Goals which are measurable

Answer: c

Question: 5

According to the European Union and the International Labor Organization (ILO), which of the following legal instruments is non-binding?

   a) Conventions
   b) Decisions
   c) Regulations
   d) Directives
   e) Opinions

Answer: e

Question: 6

Productivity measures the _____ and _____ of work done, taking into account the cost of the resources it took to do the work

   a) quantity and quality
   b) output and capital
   c) input and output
   d) output and quantity

Answer: a

Question: 7

Individuals have various styles of learning. Which of the following types of learners is best suited for lectures?

   a) Kinesthetic learners
   b) Visual learners
   c) Tactile learners
   d) Auditory learners

Answer: d

Question: 8

What is a disadvantage of the divisional departmentalization?

   a) Focus is too narrow
   b) Inefficient use of human resources
   c) Disregards broader organizational considerations
   d) Unity of command is lost

Answer: b

Question: 9

Which of the following stages of the International Assignment Process model is the most critical in determining the success of an international assignment?

   a) Pre-departure preparation
   b) Assessment and selection
   c) On assignment
   d) Completing the assignment

Answer: b

Question: 10

Which of the following represents motivator to a culture that values ascription?

a) Defined processes and procedures
b) Diplomacy
c) Challenge
d) Network

Answer: d

Study Guide to Crack HRCI HR Global Professional GPHR Exam:

● Getting details of the GPHR syllabus, is the first step of a study plan. This pdf is going to be of ultimate help. Completion of the syllabus is must to pass the GPHR exam.
● Making a schedule is vital. A structured method of preparation leads to success. A candidate must plan his schedule and follow it rigorously to attain success.
● Joining the HRCI provided training for GPHR exam could be of much help. If there is specific training for the exam, you can discover it from the link above.
● Read from the GPHR sample questions to gain your idea about the actual exam questions. In this PDF useful sample questions are provided to make your exam preparation easy.
● Practicing on GPHR practice tests is must. Continuous practice will make you an expert in all syllabus areas.

Reliable Online Practice Test for GPHR Certification

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