



GPHR

Global Professional in Human Resources

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Exam Summary

Syllabus

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Key to success in GPHR Exam on Global Professional in Human Resources

To achieve the professional designation of Global Professional in Human Resources from the HRCI, candidates must clear the GPHR Exam with the minimum cut-off score. For those who wish to pass the HRCI GPHR certification exam with good percentage, please take a look at the following reference document detailing what should be included in HRCI HR Global Professional Exam preparation.

The HRCI GPHR Exam Summary, Body of Knowledge (BOK), Sample Question Bank and Practice Exam provide the basis for the real HRCI Global Professional in Human Resources (GPHR) exam. We have designed these resources to help you get ready to take Global Professional in Human Resources (GPHR) exam. If you have made the decision to become a certified professional, we suggest you take authorized training and prepare with our online premium [HRCI HR Global Professional Practice Exam](#) to achieve the best result.

HRCI GPHR Certification Details:

Exam Name	Global Professional in Human Resources
Exam Code	GPHR
Exam Fee	USD \$495
Application Fee	USD \$100
Exam Duration	180 Minutes
Number of Questions	175
Passing Score	500 / 700
Format	Multiple Choice Questions
Books / Trainings	Preparation
Schedule Exam	PROMETRIC
Sample Questions	HRCI GPHR Exam Sample Questions and Answers
Practice Exam	HRCI Global Professional in Human Resources (GPHR) Practice Test

HRCI GPHR Exam Syllabus:

Topics	Weights
Strategic HR Management	25%
Talent and Organizational Development	22%
Global Talent Acquisition and Mobility	21%
Global Compensation and Benefits	17%
Workforce Relations and Risk Management	15%

GPHR Sample Questions:

01. 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

02. 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

03. 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

04. 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

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

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

06. Human resource management is conducted to achieve _____ goals.

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

07. 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

08. 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

09. 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

10. 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

Answers to GPHR Exam Questions:

Question: 01 Answer: b	Question: 02 Answer: d	Question: 03 Answer: b	Question: 04 Answer: e	Question: 05 Answer: d
Question: 06 Answer: a	Question: 07 Answer: b	Question: 08 Answer: c	Question: 09 Answer: b	Question: 10 Answer: a

Note: If you find any typo or data entry error in these sample questions, we request you to update us by commenting on this page or write an email on feedback@processexam.com