



HRCI GLOBAL PROFESSIONAL IN HUMAN RESOURCES (GPHR) CERTIFICATION

GPHR Practice Test and Preparation Guide



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GPHR Practice Test

GPHR is Global Professional in Human Resources– Certification offered by the HRCI. Since you want to comprehend the GPHR Question Bank, I am assuming you are already in the manner of preparation for your GPHR Certification Exam. To prepare for the actual exam, all you need is to study the content of this exam questions. You can recognize the weak area with our premium GPHR practice exams and help you to provide more focus on each syllabus topic covered. This method will help you to increase your confidence to pass the HRCI HR Global Professional certification with a better score.



GPHR Exam 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	165
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

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 Questions and Answers Set

01. 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

02. 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

03. 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

04. 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

05. 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

06. Human resource management is conducted to achieve _____goals.

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

Answer: a

07. 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

08. 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

09. 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

10. 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

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