

# HRCI GPHR

**HRCI HR GLOBAL PROFESSIONAL CERTIFICATION QUESTIONS & ANSWERS**

**Details of the Exam-Syllabus-Questions**

## **GPHR**

**HRCI Global Professional in Human Resources (GPHR)**

**125 Questions Exam – 56% Cut Score**

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## Get an Overview of the GPHR Certification:

Who should take the [GPHR exam](#)? This is the first question that comes to a candidate's mind when preparing for the HR Global Professional certification. The GPHR certification is suitable for candidates who are keen to earn knowledge on the Strategic Certification and grab their HRCI Global Professional in Human Resources (GPHR). When it is about starting the preparation, most candidates get confused regarding the study materials and study approach. But GPHR study guide PDF is here to solve the problem. GPHR PDF combines some effective sample questions and offers valuable tips to pass the exam with ease.

## Why Should You Earn the HRCI GPHR Certification?

There are several reasons why one should grab the GPHR certification.

- The HR Global Professional certification proves to be one of the most recognized certifications.
- The certification badge proves the knowledge of the candidate regarding subject matters and makes his resume presentable to potential candidates.
- Thus earning the [HRCI Global Professional in Human Resources \(GPHR\)](#) is a powerful qualification for a prosperous career.

## What Is the HRCI GPHR HR Global Professional Certification Exam Structure?

<b>Exam Name</b>	HRCI Global Professional in Human Resources
<b>Exam Code</b>	GPHR
<b>Exam Fee</b>	USD \$495
<b>Application Fee</b>	USD \$100
<b>Exam Duration</b>	135 Minutes plus 30 minutes administration time
<b>Number of Questions</b>	125
<b>Passing Score</b>	56%
<b>Format</b>	Multiple Choice Questions
<b>Books / Trainings</b>	<a href="#">Training</a>

<b>Schedule Exam</b>	<a href="#">Pearson VUE</a>
<b>Sample Questions</b>	<a href="#">HRCI HR Global Professional Exam Sample Questions and Answers</a>
<b>Practice Exam</b>	<a href="#">HRCI Global Professional in Human Resources (GPHR) Practice Test</a>

## Enhance Knowledge with GPHR Sample Questions:

### Question: 1

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: 2

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: 3

Human resource management is conducted to achieve \_\_\_\_\_ goals.

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

**Answer: a**

**Question: 4**

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: 5**

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: 6**

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: 7**

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: 8**

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**

**Question: 9**

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: 10**

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**

## **What Study Guide Works Best in Acing the HRCI GPHR HR Global Professional Certification?**

The GPHR study guide is a combination of some proven study tips and the combination of all valuable study materials like sample questions, syllabus and practice tests in one place.

### **Explore the Syllabus Topics and Learn from the Core:**

If you are determined to earn success in the HR Global Professional exam, getting in full touch of the [syllabus](#) is mandatory. During preparation, you might not like all syllabus sections or topics, but try to get at least the fundamental knowledge from the sections you don't like. The more you

possess knowledge on all syllabus sections, the more is the chance to attempt maximum number of questions during the actual exam.

### **Make Your Schedule:**

Studying and completing the syllabus becomes easier, if you work on the syllabus topics after making a schedule. Your syllabus must mention what areas you want to cover and within what time. Once you make a schedule and follow it regularly, syllabus completion becomes easier and preparation becomes smoother.

### **Get Expert Advice from the Training:**

Do not forget to join the HRCI GPHR training if it is providing any. Training enhances the practical knowledge of a candidate, which helps them to work well in the practical field during projects.

### **Get Access to the PDF Sample Questions:**

If your study material is in a [PDF format](#) or the materials are mobile-friendly, what could be better than that? Get access to the free sample questions and keep enhancing your knowledge beyond the syllabus.

### **Avoid Dumps and Utilize the HRCI GPHR Practice Test:**

Why should you rely on practice tests? The reason is simple: you must get familiar with the exam pattern before reaching the exam hall. An aspirant aware of the exam structure and time management during the exam preparation can perform well in the actual exam and attempt the maximum number of questions during the exam.

Many aspirants prefer to read from dumps, but they miss out on the self assessment method. Therefore, GPHR practice tests always stand out to be the better choice than dumps PDF.

### **Avail the Proven GPHR Practice Test for Success!!!**

Do you want to pass the GPHR exam on your first attempt? Stop worrying; we, ProcessExam.com are here to provide you the best experience during your HRCI Global Professional in Human Resources preparation. Try out our free mock tests to get a glimpse of our quality study materials, and build your confidence with the premium [GPHR practice tests](#). Our expert-designed questions help you to improve performance and pass the exam on your first attempt.