HRCI GLOBAL PROFESSIONAL IN HUMAN RESOURCES (GPHR) PRACTICE TEST (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

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How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 – 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

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Questions

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1. In global mobility, repatriation planning primarily addresses which issue?

A. Extending stay to maximize tax benefits.

B. Hiring more locals in host country.

C. Preparing employees for reintegration and transfer of knowledge back to home country.

D. None of the above.

2. What is a regional HR shared services center, and what benefits does it offer?

A. A centralized HR function serving a single country to maximize control.

B. A decentralized network of small HR teams in each country.

C. A centralized HR function serving multiple countries to improve efficiency, consistency, and cost savings.

D. A service for outsourcing all HR activities.

3. Wage surveys are?

A. Surveys of the compensation paid to employees by employers in a geographic area, industry, or occupation

B. Surveys of employee attendance

C. Surveys of benefits packages offered by employers

D. Surveys of training costs

4. Differentials are adjustments to base pay to address factors that create pay inequalities. It is pay an employer provides to employees for working in less desirable countries, assignments, or for performing particularly arduous work.

A. Differentials

B. Foreign Service Premium

C. Tax protection plans

D. Purchasing Power Parity

5. How does global workforce planning interact with business continuity planning?

A. They are unrelated processes.

B. Global workforce planning is independent of business continuity.

C. Business continuity dictates hiring numbers.

D. Global workforce planning interacts with business continuity by ensuring critical roles have coverage during disruptions, identifying skills gaps, and planning mobility and deployment accordingly.

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6. In the balanced scorecard, which area covers the organization's ability to innovate and learn?

A. Finances

B. Innovation and learning

C. Customers

D. Internal operations

7. Which term describes information, customer goodwill, and skilled employees?

A. Business assets

B. Physical assets

C. Financial assets

D. Intangible assets

8. Which statement correctly describes extrinsic rewards?

A. Intrinsic rewards are psychological and intellectual rewards inherent in the job

B. Extrinsic rewards come from sources outside the job and include financial rewards

C. Extrinsic rewards are internal rewards

D. Intrinsic rewards are not related to the job

9. In particularistic cultures, business decisions are influenced by personal relationships formed prior to contract.

A. They rely on contracts alone

B. They depend on personal relationships built before the contract is discussed

C. They emphasize strict universal rules

D. They prioritize short-term gains

10. What are key elements of a cross-border payroll system?

A. Tax withholding, social security, currency, benefits integration, paid time off, and compliance with local payroll regulations.

B. Only salary and bonuses.

C. Only payroll frequency.

D. Local payroll is unnecessary in multinational companies.

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Answers

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1. C
2. C
3. A
4. A
5. D
6. B
7. A
8. B
9. B
10. A

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Explanations

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1. In global mobility, repatriation planning primarily addresses which issue?

A. Extending stay to maximize tax benefits.

B. Hiring more locals in host country.

C. Preparing employees for reintegration and transfer of knowledge back to home country.

D. None of the above.

Repatriation planning is about preparing and supporting employees as they return home, so they reintegrate into the home organization and the knowledge they gained abroad flows back to benefit the company. This focus is essential because the value of an international assignment lies not just in the time abroad but in what the employee brings back—new skills, networks, insights, and processes that can improve performance at home. Effective repatriation planning ensures a smooth reintegration, aligns the returning employee's role and career path with the home organization's needs, and creates formal channels for transferring knowledge and best practices learned overseas. It helps prevent repatriation shock, preserves talent, and maximizes the investment in the assignment. The other options describe different concerns. Extending an assignment to maximize tax benefits is more about tax and financial planning than repatriation itself. Hiring more locals in the host country is a localization strategy focused on the host market, not the reintegration and knowledge transfer process upon return. So the emphasis on reintegration and back-home knowledge transfer is the core aim of repatriation planning.

2. What is a regional HR shared services center, and what benefits does it offer?

A. A centralized HR function serving a single country to maximize control.

B. A decentralized network of small HR teams in each country.

C. A centralized HR function serving multiple countries to improve efficiency, consistency, and cost savings.

D. A service for outsourcing all HR activities.

A regional HR shared services center centralizes the delivery of HR activities for several countries within a region, handling routine and transactional work through standardized processes and systems. This setup improves efficiency by pooling high-volume tasks, ensures consistency in policies and service levels across countries, and lowers costs through economies of scale and streamlined staffing. It also supports better governance and reporting, making it easier to implement global HR programs while still allowing local HR to focus on country-specific needs. This is different from a center that serves only one country, which wouldn't achieve regional consistency. It's not a decentralized network of small, separate teams, which would lack centralized standards and efficiency. It's not about outsourcing all HR activities, since regional shared services centers are typically internal hubs that standardize and centralize services rather than replacing them entirely with external vendors.

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3. Wage surveys are?

A. Surveys of the compensation paid to employees by employers in a geographic area, industry, or occupation

B. Surveys of employee attendance

C. Surveys of benefits packages offered by employers

D. Surveys of training costs

Wage surveys gather data on how much employers pay employees, typically within a defined geographic area, industry, or occupation. The purpose is to benchmark current pay levels against the market so organizations can set competitive salary ranges and maintain external equity while aligning with internal compensation policies. By contrast, surveys of employee attendance, benefits packages, or training costs focus on different HR areas and do not measure wages.

4. Differentials are adjustments to base pay to address factors that create pay inequalities. It is pay an employer provides to employees for working in less desirable countries, assignments, or for performing particularly arduous work.

A. Differentials

B. Foreign Service Premium

C. Tax protection plans

D. Purchasing Power Parity

Differentials are adjustments to base pay designed to address factors that create pay inequalities, such as working in less desirable countries, taking on specific assignments, or performing particularly arduous work. These supplements help ensure fairness across geographically or conditionally challenging roles and can include hardship, location, or assignment allowances. The idea is to keep compensation competitive and equitable when the job environment is tougher or less desirable. Other options are narrower or unrelated: a Foreign Service Premium is a specific type of differential used for foreign postings, tax protection plans deal with tax issues rather than pay adjustments, and Purchasing Power Parity is an economics concept about currency values, not compensation adjustments.

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5. How does global workforce planning interact with business continuity planning?

A. They are unrelated processes.

B. Global workforce planning is independent of business continuity.

C. Business continuity dictates hiring numbers.

D. Global workforce planning interacts with business continuity by ensuring critical roles have coverage during disruptions, identifying skills gaps, and planning mobility and deployment accordingly.

Global workforce planning works with business continuity planning to keep critical operations resilient during disruptions. By identifying which roles are essential to keep the business running, planners ensure there is coverage across locations and time zones, including backup personnel, cross-trained staff, and geographically dispersed teams. This means when a site is affected, travel is restricted, or demand shifts, there are ready-to-deploy people who can step in without halting key processes. At the same time, this planning reveals skills gaps that would hinder an effective response, guiding targeted training, hiring, or development to close those gaps before they're needed. It also informs mobility and deployment decisions, so talent can be moved quickly to where it's needed or operations can pivot to alternate sites or remote configurations without losing capability. The result is a more seamless, faster recovery, better protection of revenue, and maintained regulatory compliance during disruptions.

6. In the balanced scorecard, which area covers the organization's ability to innovate and learn?

A. Finances

B. Innovation and learning

C. Customers

D. Internal operations

In the balanced scorecard, the area that covers the organization's ability to innovate and learn is the Learning and Growth perspective (often labeled as Innovation and Learning). This perspective focuses on building the capabilities that enable future performance: people, skills, knowledge management, leadership, and the technology and culture that support learning and improvement. By investing in training, developing competencies, and creating an environment that encourages new ideas, the organization gains the capacity to innovate, adapt, and improve processes and offerings over time. These capabilities fuel the other perspectives—finance, customers, and internal processes—by providing the ongoing driver of value creation. The other areas assess current outcomes: finances look at financial results; customers gauge satisfaction and retention; internal operations measure the efficiency and quality of processes. They rely on the foundation built by learning and growth, but it is this perspective that explicitly targets the organization's ability to learn and innovate.

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7. Which term describes information, customer goodwill, and skilled employees?

A. Business assets

B. Physical assets

C. Financial assets

D. Intangible assets

Intangible assets describe non-physical resources that add value over time. Information, customer goodwill, and skilled employees fit this category because you can't touch them, but they influence future success. Information can be proprietary know-how or trade secrets; customer goodwill reflects brand strength and ongoing customer relationships; skilled employees represent human capital whose expertise boosts productivity. Physical assets are tangible items you can touch, like equipment or property; financial assets are cash and investments. While "business assets" is a broad term, the specific items described are best categorized as intangible assets.

8. Which statement correctly describes extrinsic rewards?

A. Intrinsic rewards are psychological and intellectual rewards inherent in the job

B. Extrinsic rewards come from sources outside the job and include financial rewards

C. Extrinsic rewards are internal rewards

D. Intrinsic rewards are not related to the job

Extrinsic rewards are rewards that originate outside the job and are typically tangible incentives such as salary, bonuses, benefits, or promotions. They come from external sources, like the organization, and are linked to performance or outcomes but are not inherent to the task itself. Therefore, the statement that extrinsic rewards come from sources outside the job and include financial rewards correctly describes them. Intrinsic rewards, in contrast, are psychological and intellectual rewards inherent in doing the job, such as personal satisfaction or a sense of achievement, which is why the other options don't fit.

9. In particularistic cultures, business decisions are influenced by personal relationships formed prior to contract.

A. They rely on contracts alone

B. They depend on personal relationships built before the contract is discussed

C. They emphasize strict universal rules

D. They prioritize short-term gains

In particularistic cultures, how business decisions are made hinges on the personal relationships and trust built before any contract is ever discussed. This means decisions are shaped by ongoing agreements, loyalties, and social ties as much as by formal terms. So the statement that decisions depend on personal relationships formed prior to the contract captures this relational approach. Relying on contracts alone would reflect a more universal, rule-based mindset where the written agreement governs outcomes regardless of relationships. Emphasizing strict universal rules similarly fits that universalistic view, not the particularistic one. Prioritizing short-term gains ignores the relational calculus that often values long-standing networks and mutual obligations. In practice, understanding this concept helps HR professionals navigate negotiations by recognizing the weight of relationships and adjusting strategy accordingly, such as investing in relationship-building and long-term trust with key stakeholders.

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10. What are key elements of a cross-border payroll system?

A. Tax withholding, social security, currency, benefits integration, paid time off, and compliance with local payroll regulations.

B. Only salary and bonuses.

C. Only payroll frequency.

D. Local payroll is unnecessary in multinational companies.

Managing payroll across borders requires coordinating several essential elements to reflect each country's laws and practices. The core components include tax withholding in line with local tax rules, social security contributions where applicable, handling multiple currencies and exchange rates for payroll payments, integrating benefits that differ by jurisdiction, administering paid time off and leave policies, and ensuring strict compliance with local payroll regulations, reporting, and statutory timelines. This combination ensures pay is accurate, compliant, and auditable, while also supporting consistency in benefits and leave management across locations. Focusing only on salary and bonuses ignores critical regulatory and operational needs; payroll frequency alone doesn't address taxes, social security, currency, or regulatory compliance; and local payroll remains necessary for multinational companies to meet country-specific requirements.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

https://hrcigphr.examzify.com

We wish you the very best on your exam journey. You've got this!

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