



# GPHR<sup>Q&As</sup>

Global Professional in Human Resource

## Pass HRCI GPHR Exam with 100% Guarantee

Free Download Real Questions & Answers **PDF** and **VCE** file from:

<https://www.passapply.com/gphr.html>

100% Passing Guarantee  
100% Money Back Assurance

Following Questions and Answers are all new published by HRCI  
Official Exam Center

-  **Instant Download** After Purchase
-  **100% Money Back** Guarantee
-  **365 Days** Free Update
-  **800,000+** Satisfied Customers





### QUESTION 1

Which of the following is NOT considered a competitive advantage strategy ?

- A. Above Market Compensation Structure
- B. Product differentiation
- C. Cost advantage
- D. Customer Intimacy

Correct Answer: A

---

### QUESTION 2

A global team is made up of 5 individuals and a manager. The manager is located at headquarters in the U.S., 2 individuals are in Europe, and 3 individuals are in 3 different locations in Asia. The manager defines the group's goals, delegates work, and makes tough decisions when necessary.

His team is made up of a creative innovator, a person to deal with all of the operational details and requirements, a person who continuously communicates across the group and explores alternatives; a strategic thinker, and a person to evaluate and curtail potential errors and negative consequences.

In this scenario, which of the following is NOT an aspect that the manager should monitor in order to ensure a successful global team ?

- A. Building trust amongst the team
- B. Establishing goals and boundaries across the team
- C. Add a person into the team to play the coordinator role
- D. Resolving conflicts amongst the team

Correct Answer: C

---

### QUESTION 3

A company has decided to terminate the employment of an executive for performance reasons. The HP Manager to create a severance package.

Which of the following factors would NOT be considered when creating the final severance package?

- A. Length of service at company
- B. Severity of his lack of performance



- C. Total compensation in relation to severance package
- D. Notice pay protection laws

Correct Answer: D

---

#### QUESTION 4

When communicating cross-culturally, which of the following filters is the LEAST likely to impact and distort the message sent?

- A. Culture
- B. Language
- C. Non-verbal cues
- D. Experiences

Correct Answer: D

---

#### QUESTION 5

An organization is in the decline stage of the organizational life cycle. It has worldwide locations throughout North America, Europe, and Asia. However, it will be closing three of offices within the next two years. This was joint decision made by the management team at the annual managers\' meeting, which all managers above the senior manager grade level attended.

Key personnel in each of these offices are not worried because they will likely be re-deployed to meet specific organizational needs. In fact, this was what had occurred last year to one of its offices had shut down. In addition, management has reiterated this message.

Which of the following stages of globalization BEST describes the phase this company is in?

- A. Global
- B. Multinational
- C. International
- D. Transnational

Correct Answer: A

---