



# GPHR Global HR Exam Prep

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## Practice Questions

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**1. Collaborating with government agencies to ensure fair labor practices is an example of which HR responsibility?**

- A. Regulatory compliance
- B. Health and safety
- C. Staffing
- D. Employee and labor relations

**2. A company is evaluating its HR performance by comparing several metrics against industry standards. Use the data provided below to identify which area should be prioritized for improvement to enhance the company's strategic HR response. Metric Current Value Industry Standard Compensation Cost as % of Revenue 20% 15% Employee Engagement Score 75 80 Talent Development Spend per Employee \$500 \$650 Safety Incident Rate 5 3 Staffing Efficiency Ratio 0.9 1.0**

- A. Talent Development Spend per Employee
- B. Employee Engagement Score
- C. Talent Development Spend per Employee
- D. Safety Incident Rate

**3. A global manufacturing company is launching a new production line requiring specialized skills and increased staffing. Which HR responsibility ensures the organization is prepared with the necessary workforce to operate this new line efficiently?**

- A. Training and Development
- B. Performance Management
- C. Employee Benefits Administration
- D. Labor Law Compliance

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**4. What best describes the alignment of HR policies with business strategy?**

- A. The process of integrating HR strategies with the organization's goals to improve performance
- B. The creation of a separate HR strategy that operates independently
- C. The development of standardized HR policies across all departments
- D. Establishing HR procedures based solely on the industry standard

**5. In a typical HR structure, several specialized units perform distinct roles. How does the Diversity and Inclusion Unit differ from the Compensation and Benefits Unit?**

- A. The Diversity and Inclusion Unit focuses on employee grievances, while the Compensation and Benefits Unit manages training programs.
- B. The Diversity and Inclusion Unit manages new hire orientation, while the Compensation and Benefits Unit sets health and safety standards.
- C. The Diversity and Inclusion Unit handles comprehensive employee benefits, while the Compensation and Benefits Unit addresses workplace inclusion policies.
- D. The Diversity and Inclusion Unit focuses on promoting an inclusive workplace, while the Compensation and Benefits Unit ensures fair employee remuneration.

**6. In reviewing employee satisfaction surveys, a strong focus on \_\_\_\_\_ helps HR professionals understand employee concerns and identify actionable insights.**

- A. Data Analysis
- B. Presentation Skills
- C. Active Listening
- D. Survey Design

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**7. Which of the following is NOT typically a benefit of HR fostering strong relationships with external stakeholders such as clients and suppliers?**

- A. Improved customer service
- B. Unchanged internal review processes
- C. Enhanced reputation
- D. Stimulated innovation



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**8. Why is it crucial for HR professionals to have a basic understanding of financial principles when managing compensation and benefits?**

- A. To design competitive packages that align with the company's financial goals
- B. Financial principles are irrelevant to HR functions
- C. It helps you save time in HR administrative tasks
- D. Understanding finance allows HR to take over accounting roles

**9. During a company picnic, HR can use this opportunity to \_\_\_\_\_ with employees, fostering a positive work culture.**

- A. Collect performance appraisals
- B. Review attendance records
- C. Draft policy documents
- D. Engage in meaningful conversations

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**10. Why are HR departments increasingly successful at facilitating international team cooperation?**

- A. Because of localized hiring processes
- B. Due to enhanced global communication tools and remote work capabilities
- C. Because of strict new international regulations
- D. Due to drastic changes in organizational hierarchy

**11. A multinational corporation must adapt its employee training programs due to changes in international labor laws. This is an example of what type of external factor?**

- A. Legal
- B. Technological
- C. Economic
- D. Social

**12. How should HR professionals in a multinational corporation respond to the integration of new data analytics tools?**

- A. HR professionals can ignore the integration as it is a technical matter unrelated to staffing.
- B. The integration of data analytics tools always necessitates reducing the workforce.
- C. HR professionals are solely responsible for selecting and deploying the new data analytics tools.
- D. HR professionals should recruit new personnel skilled in data analytics and provide upskilling opportunities to existing employees.



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**13. When a company decides to relocate its production facility to another country due to more favorable labor costs, it is primarily considering \_\_\_\_\_.**

- A. legal factors
- B. economic factors
- C. cultural factors
- D. technological factors

**14. When a company undergoes a merger or acquisition, what role does strategic HR planning play in ensuring the success of the integration process?**

- A. Strategic HR planning ensures alignment of long-term goals and integration of diverse workplace cultures.
- B. It primarily focuses on retaining all current job titles and descriptions.
- C. It oversees only the legal compliance aspects of the merger.
- D. It ensures that the merging entities increase headcount proportionately.

**15. In the context of succession planning, what is the primary role of HR when aligning with a new strategic direction involving innovative growth and digital transformation?**

**CEO's Vision Leadership Skills Required Future Roles Filled Potential Candidates Identified Innovative Growth Strategic Thinking Creative Problem Solving 30 75 Customer Focus Customer Insights Relationship Building 15 45 Operational Excellence Efficiency Management Process Improvement 20 60 Digital Transformation Tech Savviness Digital Innovation 25 50**

- A. Implementing a mentorship program to improve operational efficiency.
- B. Aligning the marketing strategy with HR objectives.
- C. Recruiting external candidates to immediately fill technical gaps.
- D. Identifying and developing potential leaders to fulfill future roles critical to implementing the strategy.

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**16. What does the acronym GHRM represent in the context of aligning human resources strategies to global business objectives?**

- A. General Human Resource Monitoring - overseeing daily HR operations
- B. Global Hiring Resource Measurement - evaluating international recruitment metrics
- C. Global Human Resource Management - ensuring HR strategies support business objectives worldwide by effectively managing a diverse workforce
- D. Graduate Human Resource Management - designing entry-level HR programs

**17. When establishing a performance management system, HR ensures that employees' performance metrics align with the company's strategic goals to avoid \_\_\_\_\_ and enhance business success.**

- A. resource wastage
- B. inconsistencies
- C. overexpectation
- D. undermanagement

**18. Why is it crucial for a multinational corporation to globally align its HR practices when entering new international markets?**

- A. to ensure HR practices support the expansion goals while respecting local legal and cultural requirements
- B. to apply the same HR policies in all countries unilaterally regardless of local differences
- C. to centralize all HR decisions at the corporate headquarters
- D. to minimize the role of local managers in HR decisions

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**19. HR should continue to \_\_\_\_\_ and \_\_\_\_\_ employees on skills and knowledge required to advance the organization's innovation and technology leadership goals.**

- A. recruit, align
- B. upskill, align
- C. train, provide feedback to
- D. upskill, develop



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**20. When an organization integrates long-term sustainability goals into its strategic business planning, what role does HR primarily play in this process?**

- A. Overseeing daily operations and ignoring strategic changes.
- B. Concentrating exclusively on compliance and leaving strategy to management.
- C. Facilitating change management and alignment of workforce with sustainability initiatives.
- D. Focusing solely on short-term profit maximization.

**21. What three roles does HR play in fostering an innovation-driven environment within a company?**

- A. Compliance Monitoring, Job Analysis, ERG Support
- B. Culture Building, Cross-functional Collaboration, Talent Management Alignment
- C. Payroll Management, Employee Benefits, Timekeeping
- D. Recruitment, Onboarding, Performance Reviews

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**22. Analyze the organization's carbon emissions reduction policy. Calculate the percentage reduction in carbon emissions from 2020 to 2030. Year Initial Emissions (tons) Target Emissions (tons) 2020 5000 4500 2025 4500 4000 2030 4000 3500**

- A. 30%
- B. 20%
- C. 25%
- D. 35%

**23. Which of the following is NOT an effective approach for developing a global talent management strategy?**

- A. Conducting cultural competence assessments
- B. Aligning talent management with global business objectives
- C. Understanding local labor laws and employment practices
- D. Implementing a one-size-fits-all training program

**24. Using the following table, which approach best exemplifies HR acting as a strategic business partner? Year Projected Revenue (in millions) Training Budget (in millions) Projected Growth (%) 2023 50 5 4 2024 54 5.5 5 2025 60 6 6**

- A. Implementing a uniform dress code.
- B. Offering free snacks to improve employee morale.
- C. Adjusting training budgets in accordance with projected revenue growth.
- D. Planning team-building outings every month.



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**25. A multinational corporation is implementing a new global policy for employee benefits to align with diverse cultural expectations across regions. Which of the following types of compensation should HR include in this policy to ensure a comprehensive benefits package?**

- A. Direct and indirect financial compensation
- B. Indirect financial compensation
- C. Direct, indirect, and non-financial compensation
- D. Non-Financial Compensation

**26. Which HR unit typically oversees employee participation in wellness programs?**

- A. training and development
- B. employee relations
- C. recruitment
- D. compensation and benefits

**27. Internal employee surveys aimed at improving employee engagement are typically conducted by which type of HR unit?**

- A. Compliance
- B. Compensation
- C. Employee Engagement
- D. Recruitment

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**28. Which of the following is NOT a correct statement about implementing flexible work policies?**

- A. It may present challenges for tracking work hours
- B. It eliminates the need for HR to oversee employee performance
- C. It can improve employee satisfaction
- D. It requires clear communication of expectations



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**29. Which of the following workshops would most effectively promote collaboration in a culturally diverse workplace?**

- A. Performance Metrics Analysis
- B. Compliance Training
- C. Cultural Awareness and Sensitivity
- D. Adherence to Group Norms

**30. Sarah is a Human Resources Manager at a tech company that is implementing remote work policies. The company observes a trend where employees are increasingly valuing flexibility over monetary benefits. What primarily explains this trend in employee preferences?**

- A. The technological environment
- B. The political and legal environment
- C. The social and cultural environment
- D. The economic environment



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## Answer Key & Explanations

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### 1. D — Employee and labor relations

Collaborating with government agencies to ensure compliance with labor laws and to promote fair labor practices is a key aspect of the employee and labor relations role within HR. This involves activities such as understanding legislation, ensuring organizational policies align with legal requirements, and managing relationships with external bodies related to labor.

### 2. A — Talent Development Spend per Employee

The Talent Development Spend per Employee is significantly higher than the industry standard, indicating it should be prioritized. Reducing this discrepancy could significantly enhance financial health. The other metrics are closer to industry standards, so they should be secondary priorities.

### 3. A — Training and Development

Workforce Planning involves analyzing the current workforce, predicting future workforce needs, and ensuring that the organization has the right number of personnel with the necessary skills to meet operational demands, such as a new production line.

### 4. A — The process of integrating HR strategies with the organization's goals to improve performance

Aligning HR policies with business strategy involves creating HR practices that directly support the organization's strategic goals. This integration helps improve overall performance and ensures that HR initiatives are meaningful to the business.

### 5. D — The Diversity and Inclusion Unit focuses on promoting an inclusive workplace, while the Compensation and Benefits Unit ensures fair employee remuneration.

The Diversity and Inclusion Unit is responsible for fostering an inclusive work environment through policies and initiatives that encourage diversity. On the other hand, the Compensation and Benefits Unit is tasked with developing and administering pay structures and employee benefits to ensure competitiveness and fairness in employee remuneration.

### 6. C — Active Listening

Active Listening is crucial in understanding and interpreting the true message behind employee feedback, allowing HR to address concerns effectively.

### 7. B — Unchanged internal review processes

While fostering strong relations with external stakeholders like clients and suppliers can promote innovation, boost reputation, and improve customer service, it does not directly affect the internal review processes within the organization.

### 8. A — To design competitive packages that align with the company's financial goals

HR professionals with a grasp of financial principles can help ensure that compensation and benefits are competitive and sustainable, while also aligning with the company's overall financial objectives.



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**9. D — Engage in meaningful conversations**

Participating actively in events like a company picnic allows HR to engage employees in meaningful conversations and strengthen interpersonal relationships, contributing to a positive work culture.

**10. B — Due to enhanced global communication tools and remote work capabilities**

HR's success in international cooperation is largely attributed to technology advancements that bridge communication gaps across borders, such as video conferencing, project management software, and adaptability in remote work environments.

**11. A — Legal**

Changes in international labor laws represent legal factors because they involve regulations and legislation. While these changes may indirectly affect other areas such as company economic costs or social factors, the core change is legal.

**12. D — HR professionals should recruit new personnel skilled in data analytics and provide upskilling opportunities to existing employees.**

The introduction of new data analytics tools requires HR professionals to address skill gaps either by hiring individuals proficient in these tools or by training existing employees to ensure the organization can leverage the tools effectively.

**13. B — economic factors**

Relocating a production facility often involves analyzing labor costs, which are a major component of economic factors. Companies consider these to increase profitability by reducing operational costs. Cultural, technological, and legal factors also play roles in international relocations but are not the primary consideration in the context of this question.

**14. A — Strategic HR planning ensures alignment of long-term goals and integration of diverse workplace cultures.**

During a merger or acquisition, strategic HR planning is crucial to align the long-term vision and goals of the combined entity and to integrate the diverse workplace cultures seamlessly, which ensures the success of the integration process.

**15. D — Identifying and developing potential leaders to fulfill future roles critical to implementing the strategy.**

In strategic HR management, HR plays a key role in preparing the organization for future needs by identifying and developing internal talent who can meet the skills and leadership criteria necessary to achieve the new strategic goals.

**16. C — Global Human Resource Management - ensuring HR strategies support business objectives worldwide by effectively managing a diverse workforce**

Global Human Resource Management (GHRM) focuses on integrating HR practices to support the overall global business strategy by managing a diverse international workforce effectively.

**17. B — inconsistencies**

Ensuring employees' performance metrics align with strategic objectives reduces inconsistencies, provides clear direction, and supports unified business goals.

**18. A — to ensure HR practices support the expansion goals while respecting local legal and cultural requirements**



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Global alignment in HR ensures that local practices in new markets reflect the overall strategic goals of the company, while also respecting local laws, cultures, and practices. This alignment aids in the successful implementation of international strategies without alienating local personnel or violating legal norms.

**19. D — upskill, develop**

Upskilling employees with the latest technological competencies and developing their ability to think creatively are central to HR's role in fostering an environment conducive to innovation and maintaining a competitive advantage in technology.

**20. C — Facilitating change management and alignment of workforce with sustainability initiatives.**

HR plays a crucial role in ensuring that the workforce and organizational culture align with strategic goals, including sustainability. This involves facilitating change management processes and helping integrate sustainability initiatives throughout the organization.

**21. B — Culture Building, Cross-functional Collaboration, Talent Management Alignment**

HR contributes to fostering innovation by building a culture that promotes creativity, facilitating collaboration across departments, and aligning talent management processes with the organization's innovation goals.

**22. A — 30%**

To find the reduction percentage, use the formula:  $\text{Reduction Percentage} = \left( \frac{\text{Initial Emissions} - \text{Target Emissions}}{\text{Initial Emissions}} \right) \times 100\%$ . For 2020 to 2030: Initial Emissions = 5000 tons, Target Emissions = 3500 tons. Reduction =  $5000 - 3500 = 1500$  tons. Percentage reduction =  $\frac{1500}{5000} \times 100\% = 30\%$ .

**23. D — Implementing a one-size-fits-all training program**

For a global talent management strategy to be effective, it is crucial to adapt to cultural differences and varying local needs. Implementing a one-size-fits-all training program may overlook these diversities and differences.

**24. C — Adjusting training budgets in accordance with projected revenue growth.**

Adjusting the training budgets in line with revenue projections ensures that HR is aligning resource allocation with financial growth, a key aspect of being a strategic business partner.

**25. C — Direct, indirect, and non-financial compensation**

To align with diverse cultural expectations and offer a comprehensive benefits package, HR should include all types of compensation: direct financial (such as salaries), indirect financial (like health insurance), and non-financial compensation (such as work environment improvements and flexibility options).

**26. D — compensation and benefits**

The management of employee wellness programs is typically handled by the compensation and benefits unit because it is part of the benefits provided to employees.

**27. C — Employee Engagement**

Conducting internal employee surveys is generally a task performed by the Employee Engagement unit, as it helps in assessing and improving the work environment to boost employee satisfaction and performance.

**28. B — It eliminates the need for HR to oversee employee performance**

While flexible work policies can enhance employee satisfaction and require clear communication of



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expectations, they do not remove the HR department's responsibility to monitor employee performance. Managing performance and ensuring compliance with labor laws remain essential HR duties. Tracking work hours might also present challenges in such setups.

### **29. C — Cultural Awareness and Sensitivity**

Workshops on cultural awareness and sensitivity equip employees with the skills to understand and respect cultural differences, thereby enhancing collaboration and relationship-building in a diverse team.

### **30. C — The social and cultural environment**

This trend is primarily driven by the social and cultural environment, which encompasses changing attitudes towards work-life balance and flexibility as key motivators.



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