

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.

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!

Questions

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- 1. How do you manage data privacy when transferring employee data across borders?**
 - A. Use data minimization, legal basis, standard contractual clauses, encryption, access controls, and transfer impact assessments.
 - B. Share all employee data freely with international partners.
 - C. Store data locally and avoid cross-border transfers entirely.
 - D. Rely solely on employee consent for data transfers.
- 2. Which term describes the EU concept allowing any citizen of member states to pursue employment in another member state by presenting their home country's ID?**
 - A. Expatriate ghetto
 - B. L-1 visa
 - C. Freedom of Movement
 - D. Short-term assignments
- 3. When deploying DEI globally, what approach is recommended?**
 - A. Apply identical DEI policy in every country regardless of local laws.
 - B. DEI is only relevant in the home country.
 - C. DEI should be deprioritized to avoid cultural conflicts.
 - D. Develop universal DEI principles while allowing local adaptation for culture, languages, and legal frameworks; monitor with metrics.
- 4. In global staffing, localization involves staffing from the host country, while expatriation involves moving employees from the home country.**
 - A. True
 - B. False
 - C. Both involve outsourcing
 - D. Localization equals expatriation
- 5. What is a learning audit and why is it important globally?**
 - A. A review of learning programs to ensure relevance, effectiveness, and alignment across regions; helps prioritize investments.
 - B. A financial audit of training vendors.
 - C. A directory of all training courses.
 - D. A regulatory compliance checklist only for HR.

- 6. 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
- 7. Which statement describes achievement cultures?**
- A. You are what you do (performance), such as USA and Canada
 - B. You are defined by your seniority
 - C. Relationships determine advancement
 - D. Personal networks override performance
- 8. Which firm type may contain many subsidiaries that are left on their own regionally in terms of governance and performance goals?**
- A. Global firm
 - B. International firm
 - C. Multidomestic Firms
 - D. Transnational Firms
- 9. 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.
- 10. What is the purpose of internal mobility rate?**
- A. The rate at which external hires move into new roles.
 - B. The rate of employee resignations.
 - C. The rate of new vendor contracts.
 - D. The rate at which internal candidates move into new roles across the organization.

Answers

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

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Explanations

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1. How do you manage data privacy when transferring employee data across borders?

- A. Use data minimization, legal basis, standard contractual clauses, encryption, access controls, and transfer impact assessments.
- B. Share all employee data freely with international partners.**
- C. Store data locally and avoid cross-border transfers entirely.
- D. Rely solely on employee consent for data transfers.

Transferring employee data across borders requires a protective framework that combines legal authorization with solid technical and governance safeguards. The best approach is to minimize what is moved, establish a valid legal basis for the transfer, use standard contractual clauses for cross-border protections, encrypt data in transit and at rest, enforce strict access controls, and conduct transfer impact assessments to identify and mitigate risks. Sharing all employee data freely with international partners would create unacceptable privacy risk and likely breach laws. Storing data locally and avoiding cross-border transfers entirely may be impractical for global operations. Relying solely on employee consent for transfers is often insufficient because consent can be withdrawn and many transfers require additional safeguards and legal bases.

2. Which term describes the EU concept allowing any citizen of member states to pursue employment in another member state by presenting their home country's ID?

- A. Expatriate ghetto
- B. L-1 visa
- C. Freedom of Movement**
- D. Short-term assignments

Freedom of Movement within the EU allows citizens of any member state to take up employment in another member state by presenting their home country's ID or passport as proof of nationality. This right means you can seek work across borders and reside there to work without needing a separate host-country work permit, although there can be limited exceptions for public policy, security, or health concerns. The other options don't describe this cross-border worker entitlement: one is not a policy term, one refers to a U.S. visa category, and the last describes a type of assignment rather than the EU-wide right to work in another member state.

3. When deploying DEI globally, what approach is recommended?

- A. Apply identical DEI policy in every country regardless of local laws.
- B. DEI is only relevant in the home country.
- C. DEI should be deprioritized to avoid cultural conflicts.
- D. Develop universal DEI principles while allowing local adaptation for culture, languages, and legal frameworks; monitor with metrics.**

Global DEI work needs a framework that sets universal, aspirational principles while allowing local tailoring to culture, languages, and legal requirements. This ensures the organization commits to consistent DEI standards everywhere, while practical implementation respects different regulatory contexts and cultural norms. A universal backbone provides clear leadership accountability, cohesive messaging, and governance across regions, and it pairs with local adaptation to shape actions in recruitment, inclusion programs, accessibility, and employee support that fit each locale. Coupled with robust metrics and regular monitoring, you can track progress, compare regions, and drive continuous improvement. Imposing the same policy in every country ignores local laws and cultural differences, limiting effectiveness and risking compliance issues. Focusing DEI only in the home country leaves a large portion of the workforce unaddressed and misses global opportunities. Deprioritizing DEI undermines its link to performance, engagement, and risk management.

4. In global staffing, localization involves staffing from the host country, while expatriation involves moving employees from the home country.

- A. True**
- B. False
- C. Both involve outsourcing
- D. Localization equals expatriation

Localization means staffing a subsidiary with local host-country nationals, drawing from the local talent pool rather than moving employees from the home country. Expatriation means relocating employees from the home country to work abroad, typically for a set period to transfer skills and organizational knowledge. Therefore, the statement is true: localization is staffing from the host country, expatriation is moving employees from the home country. In practice, organizations often use a mix of these approaches to balance costs, local compliance, and knowledge transfer. Outsourcing is a separate concept, involving contracting work to an external provider, not about internal staffing of the company's locations.

5. What is a learning audit and why is it important globally?

- A. A review of learning programs to ensure relevance, effectiveness, and alignment across regions; helps prioritize investments.**
- B. A financial audit of training vendors.
- C. A directory of all training courses.
- D. A regulatory compliance checklist only for HR.

A learning audit is a systematic review of an organization's learning and development programs to determine whether they are relevant to business goals, effective in improving performance, and aligned across different regions. This process helps identify gaps, redundancies, and misalignments, and it informs where to invest resources for the greatest impact. Globally, its importance lies in maintaining consistent competencies and standards across diverse markets, ensuring skills can transfer across borders when needed, and optimizing return on investment by comparing program quality and outcomes across regions. This makes it the best choice because it directly captures evaluating learning programs for relevance, effectiveness, and regional alignment to guide investment decisions. It isn't a financial audit of training vendors, a simple directory of courses, or merely a regulatory compliance checklist for HR.

6. 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.

7. Which statement describes achievement cultures?

- A. You are what you do (performance), such as USA and Canada**
- B. You are defined by your seniority
- C. Relationships determine advancement
- D. Personal networks override performance

In achievement-oriented cultures, what you accomplish and how well you perform determine your standing. The phrase "You are what you do (performance)" captures this idea: advancement and recognition come from demonstrated results, skills, and productivity, not from how long you've been in a role or who you know. In such cultures—like the United States and Canada—careers are often driven by merit, with performance metrics guiding promotions and rewards. The other descriptions point to different cultural logics. Being defined by seniority emphasizes tenure over results; relationships determining advancement centers on who you have connections with; and personal networks overriding performance highlights informal influence over actual outcomes. These aren't the hallmarks of achievement-focused cultures, where measurable performance is the main driver. So the statement that ties identity and advancement to performance best describes achievement cultures.

8. Which firm type may contain many subsidiaries that are left on their own regionally in terms of governance and performance goals?

- A. Global firm
- B. International firm
- C. Multidomestic Firms**
- D. Transnational Firms

The idea being tested is regional autonomy in how a multinational organizes governance and sets performance targets. A multidomestic firm operates with substantial decentralization: each regional subsidiary is treated like its own entity with significant authority over how it runs, and its leaders set local performance goals to reflect the specific market, regulatory environment, and competitive landscape. This means governance decisions—such as product adaptation, pricing, and local partnerships—are made closer to the market rather than being dictated from headquarters. The headquarters' role is to provide overarching policies and allocate resources, while the regional units determine much of their own strategy and measurement. This approach is helpful when markets differ greatly across regions and local responsiveness matters more than global standardization. In contrast, global firms emphasize uniform standards and centralized control to leverage scale; international firms extend domestic offerings with some foreign operations but keep central oversight; transnational firms try to blend global efficiency with regional adaptability, often requiring more complex coordination. The multidomestic model best fits scenarios where many subsidiaries operate with independence to tailor governance and performance to local conditions.

9. 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.

10. What is the purpose of internal mobility rate?

- A. The rate at which external hires move into new roles.
- B. The rate of employee resignations.
- C. The rate of new vendor contracts.
- D. The rate at which internal candidates move into new roles across the organization.**

Internal mobility rate measures how often the organization redeploys its current employees into new roles across the company. It captures promotions, transfers, and other moves that keep talent within the organization rather than hiring from outside. This focus makes it the best indicator of how effectively the company develops its people, supports career growth, and builds a succession-ready pipeline. It also helps retention by providing clear growth opportunities and can reduce external recruiting needs. The other options describe external hires, resignations, or vendor contracts—factors outside the scope of internal redeployment.

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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:

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

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