

# 2020 GPHR® CERTIFICATION CHANGES FREQUENTLY ASKED QUESTIONS

**Q: What is the new GPHR Exam Content Outline (ECO)?**

**A:** The ECO was expanded from five to six exam functional areas with new naming conventions and percentage weightings.

Exam Content Outline	%
Strategic Global Human Resources	25%
Global Talent Management	20%
Global Mobility	15%
Workplace Culture	15%
Total Rewards	15%
Risk Management and Compliance	10%

**Q: What are the new eligibility requirements for the GPHR exam?**

**A:** For GPHR exam eligibility, candidates must have:

- A minimum of 2 years of professional-level HR experience with a master's degree or higher.
- A minimum of 3 years of professional-level HR experience with a bachelor's degree.
- A minimum of 4 years of professional-level HR experience with no specific educational requirement.

**Q: What is the definition of "Professional-Level" HR experience\*?**

**A:** HRCI defines a "professional-level" HR position as one that includes:

- The ability to use independent judgment and discretion in performing work duties.
- A level of specialized knowledge in the HR field, with some authority for decision-making.
- In-depth work requirements, such as data gathering, analysis and interpretation.
- Interaction with a broad range of individuals, including key personnel.
- Individual accountability for results.

**Q: Will the GPHR recertification requirements remain the same?**

**A:** Every three years, you must recertify to maintain the GPHR designation. A total of 60 credits are required: 15 Global credits plus 45 General HR credits.

**Q:** I have Second Chance Insurance. Can I still use the insurance to retest if I do not pass?

**A:** Yes. Second Chance Insurance provides the ability to take the same exam type again after a 90-day waiting period.

**Q:** What is the format of the exam?

**A:** The GPHR is a three hour, computer-based exam that consists of 140 multiple-choice questions, plus 25 pretest/not scored questions. You have three hours to complete the exam.

**Q:** Is there any change to the price of the GPHR exam?

**A:** The exam fee will remain \$495, plus a \$100 application fee.

**Q:** What GPHR exam preparation materials are available and recommended?

**A:** You are encouraged to use a variety of study methods and materials when preparing for the GPHR exam. However, optional preparation materials are available. HRCI offers various preparation materials and resources. Browse for options at [hrci.org/byob](https://hrci.org/byob).



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