

# GPHR®

## 2020 EXAM CHANGES

### FREQUENTLY ASKED QUESTIONS



**Q: What is changing with the 2020 GPHR exam?**

**A: In April 2020, several updates will be made to the GPHR exam:**

- Effective April 14, 2020, global/cross-border HR experience will be removed from the eligibility requirements.
- Effective October 1, 2020, the functional areas addressed on the new Exam Content Outline (ECO) will be expanded from five to six, with new naming conventions and percentage weightings.
- The GPHR ECO will be the first to follow a new, streamlined format. This new format will be used for future HRCI exam updates.

Additional information regarding specific GPHR changes are addressed below:

**Q: What is the new GPHR Exam Content Outline (ECO) and how does it compare to the old exam?**

**A: The table below shows a side-by-side comparison of the current ECO and new GPHR ECO, taking effect on October 1, 2020:**

Current Content Outline	%	New Content Outline (eff. 10/1/20)	%
Strategic HR Management	25%	Strategic Global Human Resources	25%
Global Talent Acquisition and Mobility	21%	Global Talent Management	20%
Global Compensation and Benefits	17%	Global Mobility	15%
Talent and Organizational Development	22%	Workplace Culture	15%
Workforce Relations and Risk Management	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 a high school diploma.

**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.

For additional information on professional level HR experience, please visit the following [webpage](#).

**Q: Why did HRCI remove the global/cross-border work experience requirement?**

**A:** As part of the 2019 GPHR practice analysis study, we determined that the impact of globalization and the increased use of remote work and virtual teams has enabled many HR professionals to gain multi-cultural experience and a greater understanding of the unique HR implications for multi-national organizations, thus making this requirement unnecessary in many situations. Prospective GPHRs will still have to demonstrate global HR expertise and knowledge via the exam, but they will no longer need to have formal cross-border HR work experience if they apply on or after April 14, 2020.

Please note: This change also resets the GPHR eligibility requirements to the original program parameters.

**Q: Will the recertification requirements for the new GPHR exam change?**

**A:** No. As a part of the total 60 hours required, GPHRs will continue to be required to demonstrate 15 hours of international development during a three-year period.

**Q: Will there be any changes to the eligibility requirements for other exams?**

**A:** HRCI does not have plans to change the current eligibility for other exams. Accredited certification programs must conduct practice analysis studies when making updates to ECOs. HRCI conducts practice analysis studies periodically. Any future changes would arise as a result of those studies.

**Q: When do the new GPHR changes take effect?**

**A:** The new GPHR ECO will go into effect on October 1, 2020. However, effective April 14, 2020, Global HR experience (defined as having direct, cross-border HR responsibilities for two or more countries or regions) is no longer an eligibility requirement to apply for the GPHR exam.

Please note: The current GPHR ECO will remain in effect through September 30, 2020. All the current requirements will continue to be honored through that date.

**Q: I have an active application and am planning to take the exam before October 1, 2020. Will these changes impact me?**

**A:** No. Candidates with active applications planning to take the GPHR exam by September 30, 2020, should refer to the current exam content outline. All current requirements will be honored through that date.

Please note: Due to COVID-19, testing has been suspended in several locations. We invite you to visit [hrci.org/covid19](https://www.hrci.org/covid19) for the latest updates.

**Q: What happens if I fail the GPHR exam and the 90-day retake waiting period moves my retest date on or after October 1, 2020?**

**A:** Your next exam will be based on the new exam content outline. Therefore, you should use the 90-day waiting period to evaluate how your experience compares to the new outline and, if necessary, pursue additional cert preparation for your next testing appointment.

**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. However, depending on when you choose to test the first time, your 90-day re-testing period may coincide with the change from the current exam to the new exam on October 1, 2020.

You can avoid this by taking your exam the first time while you have 90-days to retest before October 1, 2020. Otherwise, you should review and compare the old and new exam content outlines and be prepared for the changes on October 1, 2020.

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**Q: Is there any change to the exam format and length?**

**A:** No. The exam test time will remain three hours and the exam will continue to be 140 scored questions (mostly multiple choice), plus 25 pretest questions. Exams are administered via computer at a [Pearson VUE testing center](#).

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

**A:** No. The exam fee will remain \$495, plus a \$100 application fee.

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

**A:** Candidates are encouraged to use a variety of study methods and materials when preparing for the GPHR exam. Exam preparation is optional and not required. To maintain the integrity of our accreditation, HRCI does not endorse any one preparation resource. However, optional preparation materials are available. Candidates can find a variety of exam preparation options and preparation bundles available for purchase via our [website](#).

**Q: I've considered applying for the exam as I am currently eligible. Should I do so now?**

**A:** Absolutely! Earning a GPHR certification is a great way to demonstrate your global experience before the program changes.

Certification benefits include:

- Increased career visibility and marketability as a global HR leader.
- A competitive differentiator in the global HR job market.
- Added credibility and confidence to create business value as a global HR leader



info@hrci.org  
+1 866 898 4724 (US)  
+1 571 551 6700  
hrci.org

hrciorg

hrci\_official

HRCI

hrci\_official