

GPHR study plan and fact sheet

Fact sheet

Credential	Global Professional in Human Resources (GPHR), HR Certification Institute
Cost	\$595. \$495 exam fee plus a \$100 application fee.
Eligibility	One of: a master's degree and 2 years of professional-level HR experience, a bachelor's and 3 years, or 4 years without a bachelor's. HRCI defines global experience as direct HR responsibility across two or more countries or regions.
Exam	125 questions (100 scored, 25 pretest) in 2 hours 15 minutes, plus 30 minutes of administration.
Testing	Year-round at Pearson VUE test centers or online through OnVUE.
Pass rate	56% (2025, HRCI)
Recertification	60 credits every 3 years, including at least 15 Global credits, or retake the exam.
Renewal fee	\$169 for one credential, plus \$50 for each additional HRCI credential.

Your GPHR study plan

Week 1	Download the official exam outline or handbook, confirm eligibility, and set your exam date.
Weeks 2 to 3	Take a baseline practice test and list your three weakest areas.
Weeks 4 to 7	Study one content area per week, starting with the heaviest weighted.
Weeks 8 to 9	Review weak areas and do timed question sets every other day.
Week 10	Take a full-length timed practice exam under test conditions.
Final week	Light review only. Confirm your appointment, ID, and test center or remote setup.
Typical total	12 to 16 weeks

Preparation tips

- ☐ Document your cross-border HR responsibility before applying. HRCI looks for two or more countries or regions.
- ☐ Study global mobility, expatriate compensation, and international data privacy in depth.
- ☐ Read beyond US law. The GPHR expects comparative knowledge across major regions.
- ☐ Allow extra study time. The 56 percent pass rate is well below HRCI's other credentials.

Exam day checklist

- ☐ Government-issued ID that matches your application name exactly.
- ☐ Arrive 30 minutes early, or test your remote setup the day before.
- ☐ Know the rescheduling deadline in case something comes up.
- ☐ Plan your renewal: note your cycle end date and credit requirements.

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