

# Global employment demands require a global HR perspective

As more and more United States companies move divisions and even entire operations into the global market, human resource managers must stay abreast of international employment demands.



**Margie  
Arney**

demonstrates the knowledge.

Companies in the global market could require the GPHR certification as a condition of employment. Moreover, certification is a noticeable reminder to peers and co-workers of this significant professional achievement.

The Human Resource Certification Institute (HRCI) designs the tests. HRCI works in conjunction with SHRM, but has a separate board of directors and is operated as a non-profit entity.

The exam tests the following HR functional areas:

- Strategic HR management.
- Organizational effectiveness.
- Employee development.
- Global staffing.
- International assignment management.
- Global compensation and benefits.
- International employee relations and regulations.

The exam is administered twice a year through the Professional Examination Services at a local computer-based testing facility and is taken online. Three hours are allotted to complete the 165-question exam.

Results are tabulated and reported when the exam is completed. The online format offers quite an improvement over the six-week waiting period for results following exams using paper and pencil.

For more information on certification study materials or certification study groups, contact any member of the Western Colorado Human Resource Association board of directors.

*Margie Arney, a certified Professional in Human Resources, is human resource director for Harbert Lumber Co. in Grand Junction. She also serves as director of certification for the Western Colorado Human Resource Association. The WCHRA meets at 11:30 a.m. the third Wednesday of each month at Two Rivers Convention Center in Grand Junction. Reach Arney by e-mail at [marney@harbertlumber.com](mailto:marney@harbertlumber.com).*

