



Functional Area 01 | Strategic Global Human Resources (25%)

Responsibilities:

relations, workplace culture, morale, systems, benefits, methodologies)

Describe the role, benefits, and limitations of outsourcing, offshoring, and shared services models

time to fill, return-on-investment (ROI), turnover rate, employee overseas assignment ROI)

Compare and contrast organic and inorganic (greenfield, brownfield, merger and acquisition)

Functional Area 02 | Global Talent Management (20%)

Using appropriate tools and metrics to ensure an organization is able to find, develop, engage and keep

Responsibilities:

Evaluate the differences among various alternate work arrangements (e.g., job sharing, flexible compliance, productivity, effectiveness, technology, cultural, laws, retention strategy, work-life

Identify the risks and benefits of leveraging nonemployees (independent contractors, consultants, third-party contractors) in a global organization (e.g., joint or co-employment, misclassification, financial risks such as owing backpay, legal risks)

different and relevant benchmarks, different countries, common definitions, different units of

Functional Area 03 | **Global Mobility (15%)**

Responsibilities:

Analyze the role, benefits, and limitations of the various types of expatriate assignments (e.g., local plus, hybrid, long-term, short-term)

Functional Area 05 | Total Rewards (15%)

Responsibilities:

organization and the employee (e.g., health and welfare benefits, compensation, retirement,

Compare and contrast the two primary retirement plan types (defined benefit and defined

Functional Area 06 | Risk Management and Compliance (10%)

Responsibilities:

compliance (e.g., audits, segregation of duties, quality assurance, multi-level approvals, external

Implement and maintain global anti-discrimination, anti-bullying, and anti-harassment policies



HR CERTIFICATION INSTITUTE

1725 Duke Street, Suite 700
Alexandria, VA 22314 USA

+1.866.898.4724 (U.S. only)
+1.571.551.6700