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One of your production managers uses incentives to reward employees for meeting operational objectives. This is the best example of which of the following leadership styles?

A. Charismatic leadership

B. Transactional leadership

C. Laissez-faire leadership

D. Authoritarian leadership - Precise Answer ✔✔B. Transactional leaders are characterized by a "this for that" style. These leaders use both rewards and discipline when necessary to accomplish organizational and departmental objectives.

Consensual romantic relationships at work represent what type of risk?

A. Intimate partner violence

B. Unlawful treatment

C. Sexual harassment

D. None, because it's consensual - Precise Answer ✔✔C. Relationships at work, even those that are consensual, have the potential for issues in which HR will have to intervene. This includes the risk of sexual harassment should the relationship become unwanted by either party.

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Under the help of our SPHR exam questions, the pass rate among our customers has reached as high as 98% to 100%. We are look forward to become your learning partner in the near future. As we all know, to make something right, the most important thing is that you have to find the right tool. Our SPHR study quiz is the exact study tool to help you pass the SPHR exam by your first attempt.

To be eligible to take the SPHR exam, candidates must meet specific criteria, including a minimum of four years of experience in a professional-level HR position and a master's degree or higher, or a minimum of seven years of experience in a professional-level HR position without a higher degree. Once candidates have met the eligibility criteria, they can register for the exam and begin preparing for the test.

Concluding Thoughts

From guaranteed professional growth to career flexibility and competitive salaries, there are countless reasons a career in HR management can be rewarding. As a Senior Professional in Human Resources, you will be demonstrating your knowledge of the strategies & policies of HR management and a desire to become a big picture thinker who is completely trusted by their organization. Candidates who attain this certificate not only portray a solid knowledge of the popular HR disciplines, they are also accountable for the company's HR management goals. This puts them at the peak of the organization's career ladder in the long run because they are

entrusted with just about everything there's to know in this niche. So, get out of your comfort zone today, prepare for the HRCI SPHR Exam using the above-mentioned resources and become a pro in your field. We are certain you can do it.

Authentic HRCI SPHR Exam Questions & Answers

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HRCI The Professional in Human Resources (SPHR) Sample Questions (Q225-Q230):

NEW QUESTION # 225
When designing a training evaluation form, it is important to:

- A. limit the length to one page
- B. use numeric ratings
- C. make the questions unambiguous
- D. use comparative analysis

Answer: C

Explanation:
Comprehensive and Detailed Explanation:
Clarity in evaluation questions ensures accurate, consistent feedback and allows for reliable analysis.
Ambiguity leads to inconsistent data that hinders improvements.
SPHR LandD standards support "valid evaluation design, with clear behavioral-based questions that capture learner feedback and instructional effectiveness."

NEW QUESTION # 226
Which of the following is a process that occurs due to mergers, outsourcing or changing business needs?

- A. Voluntary exit
- B. Plant closing
- C. Outplacement
- D. Involuntary exit

Answer: D

Explanation:
Section: Volume F
Explanation/Reference:
Answer option B is correct.
An involuntary exit is a process that occurs due to mergers, outsourcing or changing business needs. It also occurs due to terminations for cause, such as performance problems, etc.
Answer option D is incorrect. Plant closing is an act of shutting down the operation of a plant.
Answer option C is incorrect. In the voluntary exit, employees leave the organization by either resigning or retiring.
Answer option A is incorrect. Outplacement is a term used to describe efforts made by a downsizing company to help former employees through the transition to new jobs and helps them re-orientate to the job market.
Chapter: Workforce Planning and Employment
Objective: Organization Exit/Off-Boarding Processes

NEW QUESTION # 227
DRAG DROP

Drag and drop the OSHA inspection hazards according to their priorities.

□

Answer:

Explanation:

□

NEW QUESTION # 228

You are the HR Professional for your organization and management has asked you about the requirements for the Americans with Disabilities Act. Specifically, management wants to know the threshold of number of employees that require an organization to participate in the act. What is the minimum number of employees that an organization must have in order to be required to participate in the ADA law?

- A. All companies are covered by the Americans with Disabilities Act.
- B. 15 employees or more
- C. 100 employees or more
- D. 50 employees or more

Answer: B

Explanation:
Section: Volume D
Explanation/Reference:
Answer option B is correct.
The ADA covers all companies with 15 employees or more.
Answer option C is incorrect. Only companies that have 15 employees or more are covered by the ADA.
Answer option A is incorrect. The ADA covers all companies with 15 employees or more, not 50.
Answer option D is incorrect. The ADA covers all companies with 15 employees or more, not 100.
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.
Chapter Four: Workforce Planning. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Federal Employment Legislation

NEW QUESTION # 229

Human resources is often seen as a three-dimensional component of an organization. Which dimension of human resources focuses on long-term, future-focused approach to the methods to achieve human resource and organizational goals?

- A. Operational
- B. Administrative
- C. Organizational
- D. Strategic

Answer: D

Explanation:
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. Chapter Four:
Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.
Chapter: Business Management and Strategy
Objective: Strategy

NEW QUESTION # 230

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