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If you want to pass a high percentage of the HRCI SPHRi Exam, you should consider studying for the actual exam. These practice tests are designed to help you prepare for the exam and ensure you know the syllabus content. It will also help you improve your time management skills, as these tests are designed like an actual exam. Moreover, they will help you learn to answer all questions in the time allowed.

HRCI SPHRi (Senior Professional in Human Resources - International) Certification Exam is a highly sought-after certification exam for HR professionals all over the world. The SPHRi certification is recognized transnationally as evidence of advanced knowledge, skills, and experience in the field of human resources. It is one of the most respected HR certifications, and it offers significant credibility to HR professionals and their organizations.

The SPHRi Exam consists of 100 multiple-choice questions, which must be completed within four hours. SPHRi exam covers a wide range of topics related to HR management, including organizational strategy, talent acquisition and management, employee relations, and HR operations. Candidates who pass the exam will receive the SPHRi credential, which is recognized as a symbol of excellence in the HR profession.

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We can conclude this post with the fact that to clear the Senior Professional in Human Resources - International (SPHRi) certification exam, you need to be prepared before, study well, and practice. You cannot rely on your luck to score well in the SPHRi exam. You have to prepare with Exams4sures real HRCI SPHRi Exam Questions to clear the SPHRi test in one go. You will also receive up to 365 days of free updates and SPHRi dumps pdf demos. Purchase the Senior Professional in Human Resources - International (SPHRi) practice tests today and get these amazing offers.

The SPHRi certification is highly valued by employers and provides HR professionals with a competitive edge in the job market. Senior Professional in Human Resources - International certification demonstrates an individual's commitment to the HR profession and their dedication to staying up-to-date with the latest trends and best practices in international HR management. Additionally,

SPHRi Certified professionals are equipped with the knowledge and skills necessary to navigate the complex and ever-changing landscape of global HR management.

HRCI Senior Professional in Human Resources - International Sample Questions (Q163-Q168):

NEW QUESTION # 163

The CEO further tasks the CHRO with introducing the company culture, mission, vision, values, and policies to its newly acquired workforce. What is the most important thing the CHRO should do?

- A. Work with specialists from the host country to develop a communication plan.
- B. Roll out the communication plan once the newly acquired employees are well-integrated.
- C. Task local managers with communicating the information to their respective employees.
- D. Hold a factory-wide staff meeting so information can be communicated to all employees at the same time.

Answer: A

Explanation:

By working with a local specialist, the CHRO will be able to communicate the information in a manner that is respectful of the host country's culture. He demonstrates cultural sensitivity and takes his audience's perspective into account when developing the communication strategy. Once the communication plan has been established, it could be communicated by local managers if they have the required skill set. Communication should be timely and ongoing. A single meeting will not be sufficient to relay all of the information.

NEW QUESTION # 164

Fernando shows up for work on Monday morning, but the office has been overstaffed, so his boss sends him home almost immediately. What type of compensation is owed to Fernando?

- A. Call-back pay
- B. On-call pay
- C. Shift pay
- D. Reporting pay

Answer: D

Explanation:

Fernando is owed reporting pay. He has been asked to come in at a certain time, so he should not be penalized or uncompensated simply because the boss has made an error. Typically, reporting pay is less than a full day's wage. On-call pay is given to employees who may be called in to deal with an emergency at any time. Not all employees who are on call are paid for it. Employees who are forced to return to work either before or after their allotted time may be eligible for call-back pay. Shift pay, finally, is the compensation associated with the employee's normal work schedule.

NEW QUESTION # 165

Which of the following is a consequence of the Sarbanes-Oxley Act?

- A. Employees may trade stock during pension fund blackout periods.
- B. Companies are allowed to conduct their own stock appraisal.
- C. Audit partners must alternate every two years.
- D. CEOs may be punished for fraudulent financial reports.

Answer: D

Explanation:

One consequence of the Sarbanes-Oxley Act is that CEOs may be punished for fraudulent financial reports. This act was passed in 2002 after several large corporations, most notably Enron, collapsed under the weight of unethical accounting and executive mismanagement. The intention of the Sarbanes-Oxley Act was to make top officials culpable for dishonest and reckless accounting. The act explicitly forbade employees from trading stocks during pension fund blackout periods, and asserted that companies must have their stock appraised by a certified external organization. The act also declared that audit partner assignments must alternate every five years.

NEW QUESTION # 166

Which of the following is a rating method of performance appraisal?

- A. Critical incident review
- B. Essay
- C. Checklist
- D. Field appraisal

Answer: C

Explanation:

A checklist is a rating method of performance appraisal. [In a checklist system, the various elements of the job description are listed, and the employee receives a check mark for each element he performs with competence. This is considered a rating system because the number of checks can be converted into a score, which makes it possible to compare employees. In a field appraisal, someone besides the employee's supervisor observes and reports on the employee's performance.

In an essay appraisal, the evaluator writes a short prose passage about the employee's performance. In a critical incident review, the supervisor discusses the especially positive and negative aspects of the employee's performance.

NEW QUESTION # 167

Under "coordination of benefits" rules, how are insurance claims processed?

- A. Claims are processed only at an "allowable amount" as determined by the insurance
- B. Charges are first allocated to the primary payer, and then residual charges are submitted to
- C. Out-of-pocket expenses are deducted directly from the employee's flexible spending
- D. Charges are split evenly between the primary and secondary payers.

Answer: B

Explanation:

Coordination of benefits rules require that the insurance plan listed as primary will be charged first, and any residual charges will be processed by the secondary payer.

NEW QUESTION # 168

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