

# Exam Questions SPHR Vce - Guaranteed SPHR Success

## SPHR Study Plan Exam Questions & Answers 2023/2024

When selecting a study path for the SPHR® exam, which subject area is the most flexible in terms of placement? - ANSWER-Employment Legislation

Which value does the HR Body of Knowledge provide to SPHR candidates? - ANSWER-HR Practices

What is the problem statement called in multiple choice questions? - ANSWER-Stem

Laura is organizing her study plan. Which type of HR exposure should she use as the best way to prepare for the exam? - ANSWER-Generally accepted HR practices

Which SPHR functional area includes risk management? - ANSWER-Employee Relations and Engagement

How many credits are needed for SPHR recertification? - ANSWER-60

Which characteristic is not part of Bourda's approach to exam items? - ANSWER-Read the options first

List the 5 components of the SPHR exam with the corresponding percentage of weighted questions. - ANSWER-1. Leadership and Strategy: 40%

2. Talent Planning and Acquisition: 16%

3. Learning and Development: 12%

4. Total Rewards: 12%

BTW, DOWNLOAD part of Itcertmaster SPHR dumps from Cloud Storage: [https://drive.google.com/open?id=1GNGA5rrDcesUgK2pHCJ-pLdauqvqXn\\_K](https://drive.google.com/open?id=1GNGA5rrDcesUgK2pHCJ-pLdauqvqXn_K)

You may urgently need to attend SPHR certificate exam and get the certificate to prove you are qualified for the job in some area. But what certificate is valuable and useful and can help you a lot? Passing the SPHR test certification can help you prove that you are competent in some area and if you buy our SPHR Study Materials you will pass the test almost without any problems for we are the trustful vendor of the SPHR practice guide for years.

Whereas the The Professional in Human Resources (SPHR) (SPHR) PDF dumps file offered by the Itcertmaster is simply a collection of real The Professional in Human Resources (SPHR) (SPHR) exam questions that prepare you quickly for the final SPHR certification exam. Choose the right Itcertmaster SPHR Exam Questions formats and start this journey as soon as possible and become a certified HRCI SPHR exam expert. Best of luck in exams and career!!

>> Exam Questions SPHR Vce <<

## Confirm Your Success With Free HRCI SPHR Exam Questions Updates & Demo

If you have decided to participate in the HRCI SPHR exam, Itcertmaster is here. We can help you achieve your goals. We know that you need to pass your HRCI SPHR Exam, we promise that provide high quality exam materials for you, Which can help you

through HRCI SPHR exam

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q261-Q266):

### NEW QUESTION # 261

A cultural assessment can reveal the degree to which an organization's culture:

- A. aligns with its strategic plan.
- B. attracts high talent candidates.
- C. enhances the total rewards strategy.
- D. supports employee development.

**Answer: A**

Explanation:

A cultural assessment primarily reveals the degree to which an organization's culture aligns with its strategic plan (A). At the SPHR level, culture is viewed as a strategic enabler-or barrier-to execution.

Cultural assessments examine values, behaviors, norms, decision-making patterns, and leadership practices to determine whether they support the organization's stated strategy. Misalignment between culture and strategy is a common cause of failed initiatives, poor change adoption, and inconsistent performance.

While culture may influence talent attraction (B), employee development (C), and total rewards effectiveness (D), these are secondary outcomes. The central diagnostic purpose of a cultural assessment is to evaluate whether "how work gets done" supports "what the organization is trying to achieve." SPHR exam content emphasizes that HR leaders must assess and shape culture to enable strategic goals such as growth, innovation, efficiency, or transformation. Cultural assessments provide the data needed to drive targeted change initiatives.

References :

- \* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (organizational culture; strategy alignment).
- \* HRCI SPHR Study Guide - Cultural assessment tools and applications.

### NEW QUESTION # 262

A manager makes a sexual advancement to an employee who rejects the advance. Later, the manager does not allow the employee to be promoted because of the rejection of the sexual advancement. This is an example of what type of sexual harassment?

- A. Disparate impact
- B. Disparate treatment
- C. Hostile work environment
- D. Quid pro quo

**Answer: D**

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

This is an example of quid pro quo sexual harassment. This happens when employment decisions are rewarded or punished based on the sexual advance of management or employees to others in the organization.

Answer option D is incorrect. This isn't an example of disparate impact, as there's no policy requiring an action.

Answer option B is incorrect. This isn't an example of disparate treatment, as a member of a protected class isn't intentionally treated differently than other employees in this scenario.

Answer option A is incorrect. This isn't an example of a hostile work environment, which is a form of sexual advancement.

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: Employee and Labor Relations

Objective: Federal Employment Legislation

### NEW QUESTION # 263

You are the HR Professional for the HJN Company and you've been tasked with addressing stress in the workplace. You reference the NIOSH book "Stress at Work" to learn there are six primary categories of stress in the workplace. Which category of stress is best described as lack of family-friendly policies?

- A. Management style
- B. Task design
- C. Work roles
- D. Career concerns

**Answer: A**

Explanation:

Section: Volume B

Explanation

Explanation/Reference:

Answer option C is correct.

Management style is the stress factor that includes lack of family friendly policies.

Answer option B is incorrect. Task design is a stress factor that focuses on the day-to-day work activities.

Answer option D is incorrect. Work roles is a stress factor that describes the responsibilities and authority a worker may, or may not, have in the job.

Answer option A is incorrect. Career concerns are a stress factor that describes the security of employment, longevity of the career, and job growth.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5. Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Risk Management

Objective: Risk Assessment

#### **NEW QUESTION # 264**

Your New Orleans plant has an opening for a controller, and four candidates have been selected for interviews. Jack, the son of a plant employee, worked as an accountant for two years to put himself through the Wharton Business School and recently earned his MBA. Richard is a CPA with eight years of experience in a public accounting firm. Susan also has a CPA and has worked as an accounting manager in the corporate office of a large corporation in the same industry. Jane does not have a CPA or MBA but has worked as controller of a smaller local competitor for eight years. After interviewing all four candidates, the general manager told you that he wants to hire Jack because he shows promise. You know from previous conversation with the GM that he also worked his way through college. Which of the following biases could be influencing the GM's decision?

- A. Similar-to-me
- B. Halo effect
- C. Gut feeling
- D. Knowledge-of-predictor

**Answer: A**

Explanation:

Answer option C is correct. The GM could be influenced by his similar experience working his way through college. Knowledge-of-predictor bias (A) is a factor when the interviewer knows that a candidate scored particularly high or low on an assessment test. The halo effect (B) occurs when interviewers allow one positive characteristic to overshadow other, less positive attributes. The gut feeling bias (D) occurs when interviewers rely on intuition to make hiring decisions. Chapter: Workforce Planning and Employment  
Objective: Review Questions

#### **NEW QUESTION # 265**

Part of organizational development is a commitment to quality. What quality control tool shows categories of failures from largest to smallest in a bar chart?

- A. Fishbone diagram
- B. Pareto chart
- C. Control chart
- D. Histogram chart

**Answer: B**

Explanation:

Section: Volume B

Explanation/Reference:

Answer option C is correct.

A Pareto chart is a special histogram in that it shows categories of failures from the largest failure to the smallest failure. The idea is that the project team or organizational development team will attack the largest problems first.

Pareto chart

A Pareto chart is a special type of bar chart where the values being plotted are arranged in descending order. The graph is accompanied by a line graph, which shows the cumulative totals of each category, left to right. The chart is named after Vilfredo Pareto, and its use in quality assurance was popularized by Joseph M. Juran and Kaoru Ishikawa.

A Pareto chart is a histogram where items (such as number of defects) are ordered by frequency of occurrence, as shown in the below example:

□ Example of a Pareto chart

It is a type of chart that consists both bars and a line graph, where individual values are represented in descending order by bars, and the cumulative total is shown by the line.

Answer option A is incorrect. A histogram is simply a bar chart and isn't ordered from largest to smallest.

Answer option D is incorrect. A fishbone diagram is also known as an Ishikawa diagram or a cause and effect chart.

Ishikawa diagram

The Ishikawa diagram (or fishbone diagram or also cause-and-effect diagram) is a diagram that shows the causes of a certain event. A common use of the Ishikawa diagram is to identify potential factors causing an overall effect. It helps identify causal factors and root causes.

□ It is known as a fishbone diagram because of its shape, similar to the side view of a fish skeleton. It is considered as a basic tool of quality management.

Answer option B is incorrect. A control chart shows trend analysis by tracking the results of measurements over time.

What are control charts?

Control charts are graphical representations of different processes. These charts contain the maximum and minimum values allowed. Control charts are used to determine whether or not a process is stable or has predictable performance. A process is considered out of control when a data point exceeds a control limit or if seven consecutive points are above or below the mean.

Reference: Professional in Human Resources Certification Guide, Sybex, ISBN: 978-0-470-43096-5.

Chapter 5: Human Resource Development. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Human Resource Development

Objective: Organization Development

## NEW QUESTION # 266

.....

Our HRCI SPHR test questions are the latest, under the premise of ensuring quality, we also offer the best price. Itcertmaster provide the candidates with the most reliable training materials and the most accurate examination dumps. In addition, free demo and pdf real questions and answers will enable you to understand Itcertmaster HRCI SPHR. What's more, we provide you with study guide and exam simulations, which will help you to get more about HRCI SPHR.

**Guaranteed SPHR Success:** <https://www.itcertmaster.com/SPHR.html>

With rapid development of information technology and the fierce competence of the job market, it is a tendency for most people to getting an attractive certificate, such as SPHR Certification Test Dump, In order to allow our customers to better understand our SPHR quiz prep, we will provide clues for customers to download in order to understand our SPHR exam torrent in advance and see if our products are suitable for you, HRCI Exam Questions SPHR Vce It is a professional IT exam training site.

Using Site Related Views, Gerard Gerry) George is Dean and Lee Kong Guaranteed SPHR Success Chian Chair Professor of Innovation and Entrepreneurship at Lee Kong Chian School of Business at Singapore Management University.

## Free PDF Quiz HRCI - Latest Exam Questions SPHR Vce

With rapid development of information technology and the fierce competence of the job market, it is a tendency for most people to getting an attractive certificate, such as SPHR Certification Test Dump.

