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The Professional in Human Resources (SPHR) certification is an advanced certification for HR professionals who have mastered strategic and policy-making aspects of HR management. The Professional in Human Resources (SPHR) certification is offered by the HR Certification Institute (HRCI), a leading organization in the HR industry. The SPHR Certification is designed for professionals who have six to eight years of HR experience and are looking to advance their careers in HR management.

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How to Prepare For HRCI SPHR Certification Exam

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SPHR certification is human resources certifications allow by the Human Resources Certification Institute (HRCI) to people who meet the eligibility situation and pass the certification exam. The certification of human resources means that an individual is competent and has experience in the field of human resources. A professional human resources certification is dissimilar from a certification program in that the certification needs certain experience and training, needs a new certification and allows a person to add certification letters after their name. The Professional Certification of Human Resources (PHR) demonstrates that an individual

has mastered the technical and operational aspects of HR practices, laws, and regulations. This certificate is conscious for people who focus on the implementation of the program, have responsibilities that specialize in the human resources department rather than the entire organization, have a tactical orientation and are responsible to another human resources professional within the organization.

The SPHR Certification is designed for people with a higher level of experience and responsibility than the PHR certification. The SPHR certification demonstrates that a person has mastered the strategic and political aspects of human resources management. This certification is aimed at people who plan a human resources policy, focus on the entire organization, have a deep and deep knowledge of all human resources disciplines and have the ultimate responsibility within the human resources department.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q151-Q156):

NEW QUESTION # 151

What type of analysis in an Affirmative Action Plan would create an organizational chart that includes information about incumbents' race, gender, and wages?

- A. Utilization Analysis
- **B. Workforce Analysis**
- C. Job Group Analysis
- D. Availability Analysis

Answer: B

Explanation:

Section: Volume A

Explanation/Reference:

Answer option D is correct.

Workforce analysis, also known as organizational display, is an organizational chart that includes summary information about incumbents' race, gender, and wages. It is a basic and essential building block for human resources planning.

Answer option A is incorrect. Job Group Analysis describes the analysis that nonconstruction contractors complete. The study begins the process of comparing the employer's representation of women and minorities to the estimated availability of qualified women and minorities available to be employed.

Answer option B is incorrect. Availability analysis studies the availability of minorities and women for jobs and helps to establish goals to eliminate underutilization that may be found.

Answer option C is incorrect. Utilization analysis studies the utilization of women and minorities and creates placement goals to eliminate the underutilization.

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 # 152

What of the following statements defines total rewards?

- A. It is the total amount of pay a person earns per year.
- B. It is the compensation a person earns for their time.
- **C. It is the compensation and the benefits a person earns.**
- D. It is the amount of pay a person earns per hour.

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

Total rewards is the total compensation plus the total benefits a person earns.

Answer option A is incorrect. This isn't a valid definition of total rewards as it is more than just hourly pay.

Answer option B is incorrect. This answer describes just the salary assigned to a person.

Answer option C is incorrect. Total rewards is more than just compensation, it's also the benefits received.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Six: Total Rewards.

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

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 153

Management and union representatives are working through a collective bargaining agreement. What term is used in this process to describe arbitration that is used to resolve conflicts around contract language in the collective bargaining agreement?

- A. Decisions
- B. Interest arbitration
- C. Permanent arbitration
- D. Ad hoc arbitration

Answer: B

Explanation:

Section: Volume A

Explanation/Reference:

Answer option B is correct.

When there is arbitration between management and the union regarding contract language, it is commonly referred to as interest arbitration.

Answer option A is incorrect. Decisions describe the resolution of grievances based on the interpretation of the contract.

Answer option C is incorrect. Ad hoc arbitration isn't technically a term associated with contract language. Ad hoc arbitrators, however, is. Ad hoc arbitrators describe the ability of either management or union to be forced to use an arbitrator which they're not happy with.

Answer option D is incorrect. Permanent arbitration isn't technically a term associated with contract language.

Permanent arbitrators, however, are. Permanent arbitrators describe an arbitrator that stays with the party (management or union) for the duration of the contract.

Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Seven: Employee and Labor Relations.

Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-

44149-4, Section III, The US HR Body of Knowledge.

Chapter: Employee and Labor Relations

Objective: Union Organization

NEW QUESTION # 154

Analysis of data from an environmental scan allows an organization to:

- A. purchase industry competitors in a leveraged buyout.
- B. determine its stage in the business life cycle.
- C. plan for changes in the marketplace.
- D. rebrand itself for movement to a global economy.

Answer: C

Explanation:

Analysis of environmental scan data enables an organization to plan for changes in the marketplace (C). At the SPHR level, environmental scanning is a strategic tool used to monitor external factors that may affect organizational success.

Environmental scans typically assess political, economic, social, technological, legal, and competitive trends.

By analyzing this data, organizations can anticipate shifts in customer demand, labor markets, regulation, and competition, allowing proactive planning rather than reactive response.

Rebranding (A) and acquisitions (B) are possible strategic actions but are not direct outcomes of scanning.

Determining the business life cycle stage (D) may be informed by internal analysis rather than external scanning.

SPHR exam content highlights environmental scanning as foundational to strategic planning, workforce forecasting, and risk management, ensuring organizational agility in changing markets.

References :

* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (environmental scanning; strategic planning).

* HRCI SPHR Study Guide - Using environmental data for strategic decision-making.

NEW QUESTION # 155

As an HR Professional in your organization, you need to be familiar with designing interview questions that are valid. Which type of validity is demonstrated by the job requirement of the applicant being fluent in Spanish and English?

- A. Construct validity
- **B. Criterion-Related validity**
- C. Predictive validity
- D. Content validity

Answer: B

Explanation:

Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 9780-470-43096-5. 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: Staffing Programs

NEW QUESTION # 156

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