# SPHR Training Pdf - SPHR Exam Cram Review
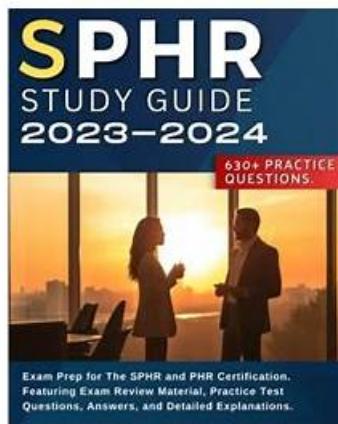
It is understandable that different people have different preference in terms of SPHR study guide. Taking this into consideration, and in order to cater to the different requirements of people from different countries in the international market, we have prepared three kinds of versions of our SPHR Preparation questions in this website, namely, PDF version, online engine and software version, and you can choose any one version of SPHR exam questions as you like.

## Topics of HRCI SPHR Certification Exam

Candidates must know the exam topics before they start of preparation. Because it will really help them in hitting the core. Our **HRCI SPHR exam dumps** will include the following topics:

- Business management and strategy (30%)This section focuses on mission and values, vision, policy formulation, leadership and important changes and other areas.
- Workforce planning and employment (17%)This focuses on the hiring and retention process, including succession planning, guidance, recruitment, etc.
- Risk management (7%)This domain aims to provide a safe and secure work environment.

The SPHR Certification Exam is a challenging exam that requires a significant amount of preparation. Candidates must have a minimum of four years of experience in a professional-level HR position to be eligible to take the exam. Additionally, candidates must have a strong understanding of HR concepts, principles, and practices.

# SPHR Exam Cram Review, SPHR Valid Test Voucher

As we all know, it is difficult to prepare the SPHR exam by ourselves. Excellent guidance is indispensable. If you urgently need help, come to buy our study materials. Our company has been regarded as the most excellent online retailers of the SPHR exam question. So our assistance is the most professional and superior. You can totally rely on our study materials to pass the exam. All the key and difficult points of the SPHR exam have been summarized by our experts. They have rearranged all contents, which is convenient for your practice. Perhaps you cannot grasp all crucial parts of the SPHR Study Tool by yourself. You also can refer to other candidates' review guidance, which might give you some help. Then we can offer you a variety of learning styles. Our printable SPHR real exam dumps, online engine and windows software are popular among candidates. So you will never feel bored when studying on our SPHR study tool.

The Professional in Human Resources (SPHR) certification exam is a well-recognized and highly respected credential for HR professionals. It is offered by the HR Certification Institute (HRCI), which is the premier credentialing organization for the human resources profession. The SPHR Certification is designed for HR professionals who have significant experience and knowledge in the field and are looking to advance their careers.

## HRCI The Professional in Human Resources (SPHR) Sample Questions (Q15-Q20):

**NEW QUESTION # 15**
You are the HR Professional for your organization. You have just hired a new employee for your company. What form are you and the newly hired employee required to complete to show the employee's identity and eligibility to work in the United States?

- A. 0
- B. IRCA-86
- C. I-9
- D. IRCA-00

**Answer: C**

Explanation:
Reference: PHR Exam Prep, Pearson Education, ISBN: 978-0-7897-3677-2. Chapter Four: Workforce Planning and Employment. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN: 978-1-586-44149, Section III, The US HR Body of Knowledge.
Chapter: Workforce Planning and Employment
Objective: Organization Exit/Off-Boarding Processes

**NEW QUESTION # 16**
You are the Senior HR Professional for your organization and you're leading a workshop on HR practices for your department. Your first topic is the Davis Bacon Act. What did the Davis Bacon Act accomplish?

- A. It established the minimum retirement age of 65.
- B. It established the minimum working age to be 15.
- C. It abolished the requirements for workers to be forced to retire.
- D. It was the first legislation to regulate minimum wages.

**Answer: D**

Explanation:
Section: Volume D
Explanation/Reference:
Answer option C is correct.
The Davis Bacon Act in 1931 was the first piece of legislation to establish the minimum wage.
Answer options A and D are incorrect. The Davis Bacon Act did not address the retirement age.
Answer option B is incorrect. The Davis Bacon Act did not establish the minimum age to allow people to begin employment.
Reference: Professional in Human Resources Certification Study Guide, Sybex, ISBN: 978-0-470-43096-5.
Chapter Six: Total Rewards. Official PHR and SPHR Certification Guide, HR Certification Institute, ISBN:

Chapter: Compensation and Benefits
Objective: Total Rewards Defined


## NEW QUESTION # 17

Job fulfillment from working with a talented peer group is an example of which of the following types of compensation?

- A. Monetary
- B. Extrinsic
- C. Total rewards
- D. Intrinsic

**Answer: D**

Explanation:
Section: Volume G
Explanation/Reference:
Answer option B is correct.
Intrinsic rewards are driven by internal versus external factors. Job fulfillment based on work relationships, the opportunity to use strengths, and career growth are examples of nonmonetary compensation. Extrinsic rewards (C) are those rewards that are driven by external factors, usually in the form of monetary (A) or benefit rewards (components of a total rewards system (D)).
Chapter: Compensation and Benefits
Objective: Review Questions


## NEW QUESTION # 18

Which of the following is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels?

- A. Base pay
- B. Job evaluation
- C. Salary survey
- D. Gross pay

**Answer: C**

Explanation:
Section: Volume B
Explanation/Reference:
Answer option C is correct.
A salary survey is used to determine current market trends and competition for different skills and knowledge and to assist the employer in setting pay levels.
Answer option D is incorrect. Job evaluation is an objective mechanism used to determine the worth of different jobs to the company.
Answer option B is incorrect. Gross pay is the amount earned by an employee before taxes are pending.
Answer option A is incorrect. Base pay is the foundation of an employer's compensation program because it reflects the value placed on individual jobs by the organization.
Chapter: Compensation and Benefits
Objective: Total Rewards Defined


## NEW QUESTION # 19

SIMULATION
Fill in the blank with the appropriate approach.
A_____ approach fills corporate positions in the home country with expatriates, whereas management positions in the host country are filled by HCNs.

**Answer:**

Explanation:

polycentric

Explanation/Reference:

A polycentric approach fills corporate positions in the home country with expatriates, whereas management positions in the host country are filled by HCNs. This approach can have a positive impact by showing a commitment to the host country and generating goodwill for the business, but it doesn't afford upward mobility for top managers in the host country. The business benefits, because it's less expensive to hire local employees"even at top dollar"than it is to fill international positions with expatriates. However, it can also limit communication between business units in the different locations and result in animosity between the home and host country business units because of differences in cultural practices and compensation levels between countries.

Chapter: Workforce Planning and Employment

Objective: Global Considerations

**NEW QUESTION # 20**

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