

# Pass Guaranteed Quiz 2026 HRCI SPHR: Perfect Latest The Professional in Human Resources (SPHR) Test Preparation

## **HRCI- SPHR PRACTICE EXAM 2024\2025 | GUARANTEED PASS!!**

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 - ACCURATE ANSWERS ✓✓ 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 - ACCURATE ANSWERS ✓✓ 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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The The Professional in Human Resources (SPHR) (SPHR) practice questions (desktop and web-based) are customizable, meaning users can set the questions and time according to their needs to improve their discipline and feel the real-based exam scenario to pass the HRCI SPHR Certification. Customizable mock tests comprehensively and accurately represent the actual The Professional in Human Resources (SPHR) (SPHR) certification exam scenario.

The SPHR exam is a comprehensive exam that covers a wide range of HR topics, including strategic management, workforce planning and employment, employee and labor relations, compensation and benefits, and risk management. SPHR exam consists of 150 multiple-choice questions, and candidates have three hours to complete it. SPHR exam is computer-based and is administered at testing centers around the world.

The SPHR exam consists of 150 multiple-choice questions that cover six functional areas of HR management: business management, talent planning and acquisition, learning and development, total rewards, employee and labor relations, and risk management. SPHR Exam is challenging and requires a thorough understanding of HR principles and practices, as well as the ability to apply them in real-world scenarios. Candidates must have at least 4 years of experience in an HR role to be eligible for the SPHR certification, and passing the exam is a significant achievement that can lead to career advancement and increased earning potential.

## SPHR Updated Questions – Fulfill Your Dream of Becoming HRCI Certified

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### HRCI The Professional in Human Resources (SPHR) Sample Questions (Q253-Q258):

#### NEW QUESTION # 253

There are four factors that contribute to an engaged workforce. Which of the following is NOT one of the four factors that will contribute to an engaged workforce?

- A. Look for key performance metrics when hiring new talent.
- B. Identify the best fit for the employee.
- C. Clearly establish desired results.
- D. Concentrate on individual employee strengths.

**Answer: A**

Explanation:

Explanation/Reference:

Answer option A is correct.

The four factors that will contribute to an engaged workforce does not include looking for key performance metrics when hiring new talent. The correct fourth aspect of an engaged workforce is to look for talent as well as knowledge, skills, and abilities, when selecting employees.

Answer options B, C, and D are incorrect. Each of these is one of the four factors that contribute to an engaged workforce.

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

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: Organizations

#### NEW QUESTION # 254

What term is assigned to the barriers that women and minorities may face when trying to advance to senior levels of an organization?

- A. Governmental barrier
- B. Societal barrier
- C. Glass ceiling
- D. Internal structure barrier

**Answer: C**

Explanation:

Explanation/Reference:

Answer option D is correct.

The term "glass ceiling" describes the invisible, but evident barriers that can prevent women and minorities from achieving the senior levels of an organization. Robert Dole introduced the legislation that was amended into Title II of the Civil Rights Act of 1991.

Answer option A is incorrect. The societal barrier is one of the three barriers of the glass ceiling concept. It addresses limited educational opportunities and biases related to gender, race, and ethnicity.

Answer option B is incorrect. Internal structure barrier is one of the three barriers of the glass ceiling concept. It addresses corporate practices, management control, and recruiting programs.

Answer option C is incorrect. Governmental barrier is one of the three barriers of the glass ceiling concept.

It addresses the inconsistent enforcement of equal opportunity.

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

Chapter 7: Employee and Labor Relations. 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 # 255

Your organization has decided to implement a suggestion box for employees to anonymously voice their opinions about issues and concerns within the organization. While this approach is good, what must management do with these suggestions for employees to see the value?

- A. Read the suggestions.
- **B. Act on the suggestions quickly.**
- C. Discuss the suggestions.
- D. Post the suggestions for everyone to see.

**Answer: B**

Explanation:

Explanation/Reference:

Answer option D is correct.

While a suggestion box is good, the suggestions must be acted on in a timely manner for the suggestion box to be credible.

Answer option A is incorrect. Management must do more than just read the suggestions.

Answer option C is incorrect. Management shouldn't post the suggestions as this may deter people from contributing suggestions.

Answer option B is incorrect. Management must do more than just discuss the suggestions.

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

Chapter 7: Employee and Labor Relations. 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: Employee Relations

#### NEW QUESTION # 256

Which of the following describes salting?

- A. The union hires an individual to picket the employer's business.
- B. The union hires an individual to publicize its reasons for targeting an employer for unionization.
- **C. The union hires an individual to apply for a job with an employer and begin to organize the company.**
- D. The union hires an individual to distribute leaflets to employees as they are leaving work at the end of the day.

**Answer: C**

Explanation:

Explanation/Reference:

Answer option B is correct.

Salting occurs when a union hires an individual experienced at organizing tactics to apply for a job with a company that has been targeted for an organizing campaign (B). Options C, D, and A are tactics used by unions during organizing campaigns.

Chapter: Employee and Labor Relations

Objective: Review Questions

#### NEW QUESTION # 257

Which of the following is the greatest advantage of workforce diversity in an organization?

- A. Provides employees with additional career advancement opportunities
- B. Protects an organization from discrimination claims
- C. Allows recruiters access to a larger pool of candidates
- **D. Enhances an organization's ability to maintain a competitive advantage**

**Answer: D**

Explanation:

The greatest advantage of workforce diversity is that it enhances an organization's ability to maintain a competitive advantage (D). At the SPHR level, diversity is framed as a strategic business asset, not merely a compliance or representation initiative.

A diverse workforce brings varied perspectives, experiences, and problem-solving approaches, which improves innovation, decision quality, and responsiveness to diverse customer markets. Organizations that leverage diversity effectively are better positioned to understand global markets, anticipate customer needs, and adapt to change faster than less diverse competitors.

Protection from discrimination claims (A) is a misconception; diversity alone does not prevent legal risk.

Access to a larger candidate pool (B) is a benefit but not the most strategic outcome. Career advancement opportunities (C) are important for equity but are not the primary organizational advantage.

SPHR exam content consistently emphasizes that diversity's greatest value lies in its contribution to organizational performance, innovation, and long-term competitiveness, particularly when paired with inclusive practices.

### References :

- \* HRCI SPHR Exam Content Outline - Functional Area: Leadership and Strategy (diversity and inclusion; competitive advantage).
- \* HRCI SPHR Study Guide - Business impact of workforce diversity.

### NEW QUESTION # 258

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