

Demo SPHR Test, Exam SPHR Question



P.S. Free & New SPHR dumps are available on Google Drive shared by TrainingDump: <https://drive.google.com/open?id=13dIO35Z7W-PJVZdZIFcbnEv5XohAoonG>

One of the major features provided by HRCI is that it will provide you with free HRCI SPHR actual questions updates for 365 days after the purchase of our product. If you work hard with our HRCI SPHR Exam Practice material, nothing can stop you from cracking the test on the first endeavor.

The Professional in Human Resources (SPHR) certification exam is a highly recognized certification in the human resources field. The HRCI (Human Resource Certification Institute) SPHR Certification Exam is designed for HR professionals who have significant experience in the field of HR management. The Professional in Human Resources (SPHR) certification is specifically designed to assess the knowledge, skills, and abilities required to be a successful HR professional.

The HRCI Senior Professional in Human Resources certification, otherwise known as the SPHR, allows candidates to demonstrate their HR leadership skills and that they are ready to become part of the skilled team. More so, this certificate will help you demonstrate your understanding of strategies and policies of HR management as required in the USA and other regions.

>> Demo SPHR Test <<

Top Demo SPHR Test Free PDF | Efficient Exam SPHR Question: The Professional in Human Resources (SPHR)

Our three versions of SPHR exam braindumps are the PDF, Software and APP online and they are all in good quality. All popular official tests have been included in our SPHR study materials. So you can have wide choices. In fact, all of the three versions of the SPHR practice prep are outstanding. You will enjoy different learning interests under the guidance of the three versions of SPHR training guide.

To prepare for the SPHR exam, candidates can take advantage of a variety of study materials, including textbooks, study guides, and online courses. The HRCI also offers a variety of resources, including practice exams and study groups, to help candidates prepare for the exam. SPHR Exam itself is a computer-based test and consists of 150 multiple-choice questions. Candidates have three hours to complete the exam.

HRCI The Professional in Human Resources (SPHR) Sample Questions (Q128-Q133):

NEW QUESTION # 128

Which of the following is the correct definition of "a major life activity" under the Americans with Disabilities Act?

- A. General activities and major bodily functions
- B. A physical or mental impairment
- C. A physical or mental impairment that require the use of supplemental medication or prosthetics
- D. Any activity that cannot be mitigated

Answer: A

Explanation:

Explanation/Reference:

Answer option D is correct.

A major life activity under the ADA defines major life activities under two categories: general activities such as caring for oneself and major bodily functions such as breathing. A physical or mental impairment in and of itself does not constitute a disability (B, D) qualified for protection under the ADA. Mitigating factors (A) are considered if they allow an otherwise qualified individual to perform the essential functions of the job.

Chapter: Workforce Planning and Employment

Objective: Review Questions

NEW QUESTION # 129

Project management is a core activity in many organizations today. Which of the following statements best describes the process groups that comprise the project management lifecycle?

- A. The project management lifecycle is comprised of forming, storming, norming, performing, and adjourning.
- B. The project management lifecycle is comprised of launching, planning, executing, monitoring and controlling, and closing.
- **C. The project management lifecycle is comprised of initiating, planning, executing, monitoring and controlling, and closing.**
- D. The project management lifecycle is comprised of organizing, commanding, coordinating, and controlling.

Answer: C

Explanation:

Explanation/Reference:

Answer option D is correct.

The project management lifecycle is comprised of five process groups: initiating, planning, executing, monitoring and controlling, and closing.

Answer option C is incorrect. This answer describes the five stages of team development.

Answer option A is incorrect. This answer describes four of five components of management.

Answer option B is incorrect. There is no launching process group in the project management lifecycle.

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: Core Knowledge Requirements for HR Professionals

Objective: Project Management Concepts

NEW QUESTION # 130

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

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

The I-9 form is a requirement of the Immigration and Control Act of 1986. It must be completed within three days of hiring the employee. Some parts are completed by the newly hired candidate and the other parts are completed by the HR Professional.

Answer options C, A, and D are incorrect. These are not valid forms for the Immigration and Control Act of 1986.

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 # 131

Your company would like to hire KJ, who is 17, for a summer job. How late can KJ work according to the Fair Labor Standards Act during the summer months?

- A. KJ can work until 8 PM during the summer.
- B. KJ can work until 7 PM during the summer.
- C. KJ can work until 9 PM during the summer.
- D. KJ can work until 6 PM during the summer.

Answer: C

Explanation:

Explanation/Reference:

Answer option B is correct.

KJ can work between the hours of 7 AM and 9 PM during the months of June 1 and Labor Day. At all other times of the year, KJ can only work between 7 AM and 7 PM.

Answer option A is incorrect. The 7 PM rule is only in effect after Labor Day and before June 1.

Answer option C is incorrect. 6 PM is not correct.

Answer option D is incorrect. 8 PM is not correct, as KJ may work until 9 PM.

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: 978-1-586-44149-4, Section III, The US Body of Knowledge.

Chapter: Compensation and Benefits

Objective: Total Rewards Defined

NEW QUESTION # 132

As an HR Professional you need to be familiar with the Age Discrimination in Employment Act 1967. What is the maximum age this act applies to people?

- A. 0
- B. 1
- C. 2
- D. There is no age limit in the act

Answer: D

Explanation:

Explanation/Reference:

Answer option B is correct.

The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

Answer options A, D, and C are incorrect. The Age Discrimination in Employment Act 1967 has no age limit on the employees or job applicants.

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: Federal Employment Legislation

NEW QUESTION # 133

.....

Exam SPHR Question: <https://www.trainingdump.com/HRCI/SPHR-practice-exam-dumps.html>

- Free PDF Quiz SPHR - The Professional in Human Resources (SPHR) Updated Demo Test Download SPHR for free by simply entering www.prepawayete.com website New SPHR Test Preparation
- New SPHR Test Preparation SPHR Exam Format SPHR Frequent Updates Search on [www.pdfvce.com] for SPHR to obtain exam materials for free download Verified SPHR Answers

- SPHR Positive Feedback SPHR Official Cert Guide SPHR Real Dumps Free Search for [SPHR] and download it for free immediately on www.pdfdumps.com SPHR Reliable Test Test
- Pass Guaranteed Quiz HRCI - The Best SPHR - Demo The Professional in Human Resources (SPHR) Test Search for 【 SPHR 】 and download exam materials for free through www.pdfvce.com SPHR Labs
- Pass Guaranteed HRCI - SPHR Newest Demo Test Easily obtain free download of SPHR by searching on www.examdiscuss.com Reliable SPHR Test Braindumps
- Accessible PDF Format for HRCI SPHR Exam Questions Search for SPHR on 《 www.pdfvce.com 》 immediately to obtain a free download Exam SPHR Cram Review
- Exam SPHR Cram Review Reliable SPHR Test Braindumps Latest SPHR Test Questions Enter { www.troytecdumps.com } and search for [SPHR](#) to download for free Reliable SPHR Test Braindumps
- New SPHR Test Pass4sure SPHR Exam Cost SPHR Real Dumps Free Immediately open www.pdfvce.com and search for [SPHR](#) to obtain a free download SPHR Actual Exam Dumps
- New SPHR Test Preparation SPHR Frequent Updates SPHR Official Cert Guide Simply search for 【 SPHR 】 for free download on www.prep4away.com Reliable SPHR Test Braindumps
- Free PDF Quiz SPHR - The Professional in Human Resources (SPHR) Updated Demo Test Simply search for [SPHR](#) for free download on [www.pdfvce.com] Reliable SPHR Dumps Free
- SPHR Positive Feedback Exam SPHR Cram Review SPHR Labs Easily obtain SPHR for free download through www.pass4test.com SPHR Exam Format
- www.stes.tyc.edu.tw, deaconxdbw775392.blogthisbiz.com, businessbookmark.com, junaidldfy663646.blogspothub.com, rishiizu878111.izrablog.com, theresanhnw677356.wannawiki.com, www.stes.tyc.edu.tw, reganxxmf841640.bloguerosa.com, bookmarkalexa.com, kianadhfs205967.bloggadores.com, Disposable vapes

BTW, DOWNLOAD part of TrainingDump SPHR dumps from Cloud Storage: <https://drive.google.com/open?id=13dlO35Z7W-PJVZdZIFcbnEv5XohAoonG>